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ABSTRACT

This report contains samples of negotiation agreements between school districts and teacher associations in the East Grand Rapids area. The negotiation samples provided are divided into preamble and recognition, board and teacher rights statements, union activities, teaching conditions, procedures, fringe benefits, and financial compensation. Salary schedules for various schools are also included. (JF)

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KENT HANDBOOK
OF
NEGOTIATION INFORMATION

Kent Intermediate School District
Albert L. Deal, Superintendent

EA 003 675

2650 East Beltline, S.E.
Grand Rapids, Michigan 49506

Report No. 4
Phone 949-7270
October 30, 1970

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West Nyack, N.Y., Parker Publishing Co., 1970.

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110-Recognizes Administrative Contribution				x								

<u>PREAMBLE</u>	Dist. No. Dist. Code Page No.	130 GRV	140 KEL	145 KEH	150 KEC	160 KEW	170 LOW	210 ROC	240 SPA	000 KISD	TOTAL
101-Statement of Statutory Obligations - Act 379			x	x	x		x	x	x	x	
102-Provide Quality Education			x	x	x	x		x	x	x	
103-Promote Quality and Morale of Teachers			x	x	x			x	x	x	
104-Recognize Teacher Aid in Formulating Policy			x		x		x	x	x		
105-Promote Good Relations			x			x				x	
106-Promote Efficient Operation			x			x					
107-Acknowledge Negotiations			x	x	x		x	x	x	x	
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202-Local Federation												
203-State Affiliation				x								
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210-Extent of Recognition												
211-Act 379		x	x	x	x	x	x	x		x	x	
212-Exclusive												
220-Personnel Included												
221-All Professional			x	x	x	x	x	x		x	x	
222-All Teachers		x		x								
223-Definite Listing		x				x	x			x	x	
230-Personnel Excluded												
231-Administrative & Supervisory		x	x	x	x	x	x	x		x		
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234-Non-Certified				x		x	x					
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244-Non-Denial of Teacher Rights						x	x				x	
245-Gender Clause			x			x					x	
246-Position Change or Crea- tion		x			x							
247-Dues Deduction				x		x	x			x	x	
248-Other Deductions												
249-Union Security				x		x	x					

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211-Act 379			X	X	X	X	X	X	X	X	
212-Exclusive											
220-Personnel Included											
221-All Professional			X	X	X	X	X	X	X	X	
222-All Teachers				X	X	X	X	X	X	X	
223-Definite Listing					X		X		X		
230-Personnel Excluded											
231-Administrative & Supervisory			X	X	X	X	X	X	X	X	
232-Principals			X	X		X	X	X	X	X	
233-Definite Listing			X	X		X	X	X	X	X	
234-Non-Certified				X	X	X	X	X	X	X	
240-Conditions of Recognition											
241-Will Not Negotiate With Another Group			X	X	X		X	X	X	X	
242-Will Not Support Creation or Growth of Another Unit											
243-Right of Teacher to Repre- sent Self					X	X			X		
243.1-Right of Association to be Present						X					
244-Non-Denial of Teacher Rights					X	X			X		
245-Gender Clause					X						
246-Position Change or Crea- tion											
247-Dues Deduction					X				X		
248-Other Deductions								X	X		
249-Union Security											

PREAMBLE AND RECOGNITION

010
GRR
p. 2

PREAMBLE

The Board and the Association recognize and declare that providing a quality education for students attending the Grand Rapids Public School System is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the faculty. It is recognized that members of the teaching profession are qualified to participate in the formulation of policies and programs as provided herein designed to improve education. The Board and Association recognize their mutual obligations pursuant to Act 379 of the Public Acts of 1965 to bargain collectively with respect to hours, wages and terms and conditions of employment. Both parties have entered into and conducted good faith negotiations where each party has had the right and opportunity to make demands and proposals with regard to all bargainable subjects. Agreement has been reached between the parties hereto including formal ratification of the terms hereof by the governing body of the Board and the Association.

ARTICLE 1

RECOGNITION

A. RECOGNITION

1. The Board recognizes the Association as the exclusive bargaining representative for the entire Grand Rapids K-12 teaching staff, including the positions of: Coordinator of Office Practice, Coordinator of Work Training program, Secondary Librarian Director, Pre-Kindergarten teachers, Secondary, Junior High, and Middle School Athletic Director, Secondary Head Counselor, Secondary Social Studies Department Head, Secondary Counselor, Secondary English Department, Head Secondary Math Department Head, Secondary Science Department Head, Secondary Coordinator — Trade and Industrial, Secondary Coordinator of Retail Practice, Eighth Grade Director, Seventh and Eighth Grade Director, Seventh Grade Director, Special Education Job Coordinator, Instructional Assistant, Unassigned Classroom Teacher, Art Consultant, Music Consultant, Physical Education Consultant, Speech Correctionist, Helping Teacher, Remedial Reading, Elementary Program Intern, Elementary Intern Program Consultant, Jr. High Consultant, Middle School Consultant, School Social Workers, Community School Directors, Neighborhood Youth Corp, and teachers of Evening High School Completion Program, Summer and after School Driver Education program, and teachers of the Mentally Handicapped, Braille, Sight Saving, Orthopedic, Home-bound, Deaf and Hard of Hearing, Perceptually Handicapped, Emotionally Disturbed and any person on leave of absence from the above listed positions (hereinafter called "teacher") excluding all supervisory and executive personnel.

2. Nothing contained herein shall prevent the Board from modifying, revising, combining, or eliminating any position in this article pursuant to the conditions of this Agreement.

3. Any new position created during the life of this Agreement will be added to the unit providing it fits the description of "teacher" as used in this Agreement.

B. OTHER ORGANIZATION

The Board will not negotiate with any other labor organization (other than the Association) for the duration of this Agreement with respect to personnel included in the bargaining unit. The Board shall not contribute to the creation or growth of rival teacher organizations. Nothing contained herein, however, shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without intervention of Association, if the adjustment is not inconsistent with the terms of this Agreement, and provided that the Association has been given an opportunity to be present at such adjustment.

PREAMBLE AND RECOGNITION

020
GOH
p.1

1970-1971 AGREEMENT

THIS AGREEMENT entered into this _____ day of _____, 1970, by and between the School District of Godwin Heights Public Schools, the City of Wyoming, Michigan, hereinafter called the "Board", and the Godwin Heights Education Association, hereinafter called the "Association".

WITNESSETH:

WHEREAS, the Board of Education and the Godwin Heights Education Association recognize and declare that providing a quality education for children of Godwin Heights is their mutual aim; and

WHEREAS, the parties have, through negotiations in good faith, reached agreement and desire to execute this contract covering such agreement.

ARTICLE I
Recognition

A. The Board hereby recognizes the Association as the exclusive and sole bargaining representative for all certificated personnel (including nurses), whether under contract, on leave, employed or to be employed in the regular school year day program by the Board, excluding: Superintendent, Assistant Superintendent for Instruction, Assistant Superintendent for Business, Principals of Elementary and Secondary Schools, Assistant Principals, Business Office Manager, Director of Community Schools, Director of Student Instructional Service Centers, Administrative Assistant to Superintendent, Physical Education Coordinator, and all per diem employees.

B. The term "teacher", when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the bargaining unit as above defined (excluding nurses who shall be referred to as nurses), and reference to male teachers shall include female teachers.

C. The term "board" shall include its officers and agents.

D. The Board agrees that neither the Board nor its agents shall contribute to the creation or growth of a rival teacher organization.

PREAMBLE AND RECOGNITION

AGREEMENT

This AGREEMENT is made and entered into this 18th. day of May 1970
by and between The Board of Education of Northview Public Schools (Hereinafter
referred to as the Board) and the Northview Education Association (Hereinafter
referred to as the Association).

025
NOV
p.1

ARTICLE 1

PURPOSE AND INTENT

The Board and the Association recognize: that their individual and joint
objective should be to provide a quality education to the children of the District;
that the quality of education provided greatly depends upon the dedication and
morale of the teaching staff and upon the expertise, effectiveness and efficiency
of the administration.

Being engaged in a mutual endeavor in the public interest, the Board and
the Association encourage, to the fullest extent, fair and harmonious relations
between their respective representatives at all levels, and among all employees
of the District whether or not they be covered by this Agreement.

In the above spirit and pursuant to the requirements of Act 336 of the
Michigan Public Acts of 1947, as amended by Act 379 of the Michigan Public
Acts of 1965, the Board and the Association herein set forth their Agreement
with respect to the wages, hours and other terms and conditions of employment
of professional employees represented by the Association, insofar as such
matters are not controlled by applicable Michigan laws.

ARTICLE III

RECOGNITION OF ASSOCIATION

025
NOV
p.3

SECTION 1. The Board recognizes Northview Association, a member of the Michigan Education Association, as exclusive bargaining representative of all professional personnel, including all teachers, guidance counsellors, librarians, but excluding supervisory and executive personnel, food service, transportation, office employees, clerical employees and custodial employees. This recognition shall be for the purpose of collective bargaining with respect to the rates of pay, wages, hours and other conditions of employment of said professional employees.

SECTION 2. The parties recognize the professional responsibility of present employees who are Association members and persons hereafter employed to maintain a membership in good standing with the Association or to pay to the Association as a service fee an amount equivalent to the regular dues of the Association and its affiliates. There shall be no contractual enforcement of this provision for professional responsibility.

SECTION 3. The Board agrees to deduct from the salary of any employee covered by this Agreement the dues, or equivalent thereof, referred to in Section 2 above provided it receives individually signed authorizations on a standard form to be furnished by the Association and acceptable to the Board. The deductions shall be made at times agreeable to both the Board and the Association.

PREAMBLE AND RECOGNITION

026
WYO
p.1

This Agreement entered into this 23rd day of March, 1970, by and between the Board of Education of the Wyoming Public Schools, hereinafter called the "Board", and the Wyoming Education Association, hereinafter called the "Association".

PREAMBLE

WHEREAS the Board and the Association recognize and declare that providing a quality education for the students of the Wyoming Public Schools is their mutual aim and that the character of such education depends predominately upon the quality and morale of the teaching service, and

WHEREAS the members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational standards, and

WHEREAS the Board has a statutory obligation, pursuant to the Michigan Public Employers Act of 1939, as amended, to bargain with the Association as the representative of its teaching personnel with respect to hours, wages, terms and conditions of employment, and

WHEREAS the parties, following extended and deliberate professional negotiations, have reached certain understandings which they desire to memorialize as follows:

ARTICLE 1000

RECOGNITION

1000:100: The Board recognizes the Association as the exclusive representative of all professional personnel, certified by the Michigan State Department of Education, on tenure or on probation, and on interim or per diem appointment, including teachers, guidance counselors, librarians, administrative assistants, cooperative and vocational co-ordinators, social workers, speech and hearing therapists, advising or critic teachers, teachers of the home bound or hospitalized, employed or to be employed by the Board, but excluding administrative and supervisory employees whose function is to evaluate the performance of professional personnel for the purpose of discipline, tenure or promotion, or effectively to recommend discipline, tenure or promotion, the Superintendent, Assistant Superintendents, Principals, Assistant Principals, Directors, teachers assigned at least half-time to the Principal's Office, Coordinators, Supervisors, and Diagnosticians. All personnel represented by the Association shall, unless otherwise indicated, hereinafter be referred to as "teachers".

1000:101: The Board agrees that when it creates a new position the Association will be notified of the unit affiliation of the position.

1000:102: The Board agrees not to negotiate with any teachers' organization other than the Association, with regard to the teachers covered by this contract, for the duration of this Agreement.

10/30/70

PREAMBLE AND RECOGNITION

M A S T E R C O N T R A C T

040
BYC
p.1

This agreement entered into this 1st day of July 1969,
by and between the Board of Education of Byron Center Public Schools,
Byron Center, Michigan, hereinafter called the "Board", and the Byron
Center Education Association, hereinafter called the "Association."

WITNESSETH

WHEREAS the Board has a statutory obligation, pursuant to the
Public Employment Relations Act 379 of the Michigan Public Acts of
1965, to bargain in good faith with the Association as the represen-
tative of its teaching personnel with respect to hours, wages, terms
and conditions of employment, and

WHEREAS the parties, following extended and deliberate profess-
ional negotiations have reached certain understandings, it is hereby
agreed as follows:

ARTICLE I

Recognition

A. The Board hereby recognizes the Association as the exclusive
bargaining representative, as defined in Section II of Act 379,
Public Acts of 1965, for all professional personnel, including
personnel on tenure, probation and on per diem appointments, class-
room teachers, guidance counsellors, librarians, but excluding
supervisory and executive personnel and office and clerical employees,
custodians and bus drivers. The term "teacher," when used hereinafter
in this Agreement, shall refer to all employees represented by the
Association in the bargaining or negotiating unit as above defined,
and references to male teachers shall include female teachers.

10/30/70

20

B-26

B. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of this Agreement, provided that the Association has been given opportunity to be present at such adjustment.

040
BYC
p.2

C. Within thirty days of the beginning of their employment hereunder, teachers may sign and deliver to the Board an Assignment authorizing deduction of membership dues or assessments of the Association (including the National Education Association and the Michigan Education Association).

D. All teachers as a condition of continued employment shall sign and deliver to the Board of Education an assignment authorizing deduction of membership dues and assessments of the Association, including the National and Michigan Education Associations, and such authorization shall continue in effect from year to year unless revoked, in writing, between June 1 and the succeeding September 15th. If for reasons of conscience, any teacher does not choose to pay the annual dues and assessments to the Association aforementioned, said teacher shall forward to the President of the Association an appeal, in writing, setting forth his reasons to be exempted from paying the dues and assessments, but with the understanding, agreement, and authorization to deduct an equal amount under the following options:

1. The amount may be contributed to a charity. The charity must be approved by the Association.

2. The amount may be placed in an escrow account. Such monies shall be held until September 15, 1972. At that time the funds shall be placed at the disposal of the Association unless legislative or court action has caused the concept of "Agency Shop" to be held as illegal. Appeals must be made not later than thirty (30) days following the commencement of teaching. In the event the dues and assessments, or an equal amount, shall not be paid, the Board upon receiving a signed statement from the Association indicating a teacher has failed to comply with the condition, shall by February 1st, notify said teacher his services shall be discontinued as of the end of the current school year. The refusal of said teacher to either authorize the payment of dues and assessments to the Association or the options, is just and reasonable cause for termination of employment.

E. Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School Laws or applicable civil service laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

PREAMBLE AND RECOGNITION

A G R E E M E N T

050
CAL
p.1

THIS AGREEMENT entered into this 14 day of Sept., 1970, by and between the School District of Caledonia Community Schools of Kent, Allegan and Barry Counties, hereinafter called the "Board" and the Caledonia Education Association, hereinafter called the "Association".

W I T N E S S E T H:

WHEREAS, this Contract is pursuant to Act 379 of the Michigan Public Act of 1965, and

WHEREAS, the purpose of this agreement is to establish clearly in writing, the following agreement between the parties, concerning the salaries, hours, and terms and conditions of employment that shall prevail for the duration of this agreement, and

WHEREAS, the members of the Teaching profession are particularly qualified to assist in the formulation of policies and programs designed to improve educational standards:

NOW, THEREFORE, The Board and the Association have, in consideration of these mutual promises and stipulations hereinafter specified, agreed to abide by the terms set forth for the duration of this agreement.

ARTICLE I - RECOGNITION

Section 1: The Board hereby recognizes the Association as the sole and exclusive bargaining representative for all certified full-time and regular part-time classroom teachers, librarians and guidance counsellors under contract with the Board, but excluding substitute teachers, supervisory and executive personnel and office, clerical, maintenance, operating employees and all other employees. Economic benefits that apply to regular part-time teachers will be clearly defined in subsequent articles. The term 'teacher' when used hereinafter in this agreement, shall refer to all employees represented by the Association in the bargaining unit as above-defined, and references to male teachers shall include female teachers.

Section 2: The Board agrees not to negotiate with any other organization on the behalf of those covered by the bargaining unit above-mentioned.

Section 3: If within thirty (30) days of the beginning of their employment with the Board, teachers sign and

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B-29

deliver to the Board an authorization to make ten (10) equal payroll deductions from the teachers' next pay periods for membership dues of the Association (including the National Education Association and the Michigan Education Association), then the Board agrees to deduct such dues from the pay of such teachers and remit the same to the Association. The Board shall not be liable for funds deducted, except to issue a check to the Association.

Section 4: The Board agrees to make deductions from the paychecks of teachers for health insurance, credit union deductions and authorized annuity plans. The employee must properly authorize deductions and the only responsibility of the Board will be to pay the deductions to the proper parties.

Preamble and Recognition

070
CES
p.i

AGREEMENT

1. This agreement is made and entered into as of
2. the _____ day of May 1970, by and between the
3. Board of Education of Cedar Springs Public Schools,
4. Kent and Newaygo Counties, Michigan hereinafter
5. called the Board, and the Cedar Springs Education
6. Association hereinafter called the "Association."

PREAMBLE AND RECOGNITION

RECOGNITION

070
CES
p.1

1. A. The Board recognizes the Association as the exclusive
2. bargaining representative, as defined in Section 11 of Act 379 of
3. the Michigan Public Acts of 1965, for all certified professional
4. employees (hereinafter generally called "Teachers"), below the
5. ranks of superintendent and principal and other designated
6. administrative personnel under contract with the Board.

7. B. This Agreement is negotiated under Act 379 of the Michigan
8. Public Acts of 1965, in order (1) to fix for its term the salaries
9. and other conditions of employment provided herein, (2) to en-
10. courage and abet effective and harmonious working relationships
11. between the Board and the Association in order that the cause
12. of public education may be best served in the school district.

13. C. This Agreement shall constitute the complete and only
14. statement of contractual relationship between the Board and the
15. Association. The Board and the Association accept the provisions
16. of this agreement as commitments which they will cooperatively
17. and in good faith honor, support and seek to fulfill, subject to
18. the ability of the respective parties to perform under governing
19. law.

20. D. Subject to the provisions of Public Act 379, as the
21. same may be amended, the Board agrees not to negotiate with any
22. teachers' organization other than the Association for the duration
23. of this Agreement. Except for such negotiations under Public
24. Act 379, however, the Board shall be free to communicate with
25. teachers or their representatives, or any other persons, indi-
26. vidually or by group, for whatever purpose the Board may deem
27. desirable in the discharge of its responsibilities.

28. E. Despiet reference herein to the Board of the Assoc-
29. iation as such, each reserves the right to act hereunder by
30. committee, individual member of designated representative;
31. professional or lay, whether or not a member. Each party will
32. provide the other, upon written request, satisfactory evidence
33. (such as official minutes or certificate of resolutions) of
34. authority so to act.
35. F. Nothing in this Agreement which changes pre-existing
36. Board policy, rules or regulations, written or otherwise pro-
37. mulgated, shall operate retroactively unless expressly so stated.

PREAMBLE AND RECOGNITION

080
COP
p.1

MASTER CONTRACT

This agreement entered into this 1st. day of September, 1970 by and between the Comstock Park Board of Education, hereinafter called the Board, and the Comstock Park Education Association, hereinafter called the Association.

WITNESSETH:

- Whereas: The Board is an elected body of the people of this School District, and is thereby responsible to the people of the School District, it is expressly stated that the discharge of public funds is an awesome and dutiful task, and
- Whereas: The Board and the teachers are a highly professional group and that all dealings are carried out with the highest degree of ethics, morals and reasonableness, and
- Whereas: Decisions affecting the complex problems of organizing, of administering, of developing the curriculum, and of securing financial support for the schools should be made in terms of "what is best for the child, society and the nation" to the end that each child shall receive the best possible education in relation to his abilities, interests, and potentialities, and
- Whereas: The Board and the Association recognize and declare that providing a quality education for the children of Comstock Park is their mutual aim and that character of such education depends predominately upon the quality and morale of the teaching service, and
- Whereas: The member of the teaching profession is particularly qualified to assist in formulating policies and programs designed to improve educational standards, and
- Whereas: The Board has a statutory obligation, pursuant to Act 379 of the Michigan Public Acts of 1965, to bargain with the Association as the representative of its teaching personnel with respect to hours, wages, terms and conditions of employment, and
- Whereas: The parties, following extended and deliberate professional negotiations, have reached certain understanding which they desire to memorialize.

In consideration of the following mutual covenants, it is hereby agreed as follows:

PREAMBLE AND RECOGNITION

080
COP
p.2

ARTICLE I

RECOGNITION

- A. The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in all current and pertinent legislation, for all professional personnel, hereinafter referred to as teachers, excluding the Superintendent of Schools and the Principals, employed by the Board.
- B. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of this Agreement, provided that the Association has been given opportunity to be present at such adjustment.
- C. Within 30 days of the beginning of their employment hereunder, teachers may sign and deliver to the Board an assignment authorizing deduction of membership dues or assessments of teacher professional organizations. Such sums shall be deducted as dues from the regular salaries of all teachers desiring to be members and remitted monthly to respective organizations on a continuing year to year basis until otherwise requested. Local dues shall be deducted in one lump sum from the first paycheck in November and remitted to the respective organization.

The Board agrees to require written indication, as early as possible but not later than October 1, on a specified form whether dues are to be deducted for local, state, and national professional organizations except where already covered by continuing membership. The teacher shall have the option to pay in a lump sum or to have such sums deducted monthly and remitted monthly to respective organizations on a continuing year to year basis until otherwise requested.
- D. Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School Laws and or applicable civil service laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

PREAMBLE AND RECOGNITION

A G R E E M E N T

090
EGR
p.1

This Agreement entered into this 9th day of June, 1969, by and between the BOARD OF EDUCATION OF THE EAST GRAND RAPIDS PUBLIC SCHOOLS, Kent County, Michigan, hereinafter called the "Board," and the EAST GRAND RAPIDS TEACHERS ASSOCIATION, hereinafter called the "Association."

W I T N E S S E T H:

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of East Grand Rapids is their mutual aim and that the character of such education depends predominately upon the quality and morale of the teaching service, and

WHEREAS, the Board has a statutory obligation pursuant to Act 379 of the Michigan Public Acts of 1965, to bargain with the Association as the exclusive representative of its teaching personnel with respect to hours, wages, terms and conditions of employment, and

WHEREAS, the parties, following extended and deliberate professional negotiations, have reached certain understandings.

It is agreed:

ARTICLE I

RECOGNITION

A. The Board recognizes the Association as the exclusive bargaining representative of all certificated classroom teachers, librarians and counselors employed, or to be employed, under contract with the Board, (whether or not assigned to a public school building) but excluding substitute teachers, nurses, the Superintendent, Assistant Superintendents, Principals, Assistant Principals, the Business Manager, Athletic Director, and other supervisory, administrative and executive personnel. The term "teacher" as used in this Agreement shall mean any person who is a member of the bargaining unit, both male and female.

B. The Board agrees not to negotiate with any teachers' organization other than the Association with respect to teachers in the bargaining unit for the duration of this Agreement.

C. Within thirty (30) days of the beginning of their employment hereunder, teachers may individually and voluntarily sign and deliver to the Board an assignment authorizing deduction of membership dues or assessments of the Association (including the National Education Association and the Michigan Education Association). The authorization forms shall be as established by the Board. Said authorized sums shall be deducted from the regular salaries of the teachers and remitted not less frequently than monthly to the Association. The Association agrees to hold the Board harmless from any action growing out of these deductions, and assumes full responsibility for the disposition of all funds turned over to the Association.

PREAMBLE AND RECOGNITION
AGREEMENT

1 This Agreement entered into this 2nd day of September, 1969 by and
2 between the BOARD OF EDUCATION OF FOREST HILLS PUBLIC SCHOOLS, 110
3 Kent County, Michigan, hereinafter called the "Board", and the Forest Hills FOH
4 M. E. A. DISTRICT ASSOCIATION, hereinafter called the "Association". p.1

WITNESSETH:

5 WHEREAS, the Board and the Association recognize and declare that
6 providing a quality education for the children of Forest Hills is their mutual
7 aim and that the character of such education depends predominantly upon the
8 quality and morale of the teaching service, and

9 WHEREAS, the members of the teaching profession are particularly
10 qualified to assist the Board and the Administration in formulating policies
11 and programs designed to provide high educational standards, and

12 WHEREAS, the Board has a statutory obligation, pursuant to Act 379
13 of the Michigan Public Acts of 1965, to bargain with the Association as the
14 representative of its teaching personnel with respect to hours, wages, terms
15 and conditions of employment, and

16 WHEREAS, the parties, following extended and deliberate professional
17 negotiations, have reached certain understandings which they desire to mem-
18 orialize.

19 In consideration of the following mutual covenants, it is hereby agreed
20 as follows:

ARTICLE I

Recognition

21 A. The Board hereby recognizes the Association as the exclusive bar-
22 gaining representative, as defined in Section 11 of Act 379, Public Acts of 1965,
23 for all certificated classroom teachers, librarians and guidance counselors
24 under contract with the Board. The term "teacher", when used hereinafter in
25 this Agreement, shall refer to all employees represented by the Association in
26 the bargaining or negotiating unit as above defined, and reference to male
27 teachers shall include female teachers.

28 B. The Board agrees not to negotiate with any teacher's organization
29 other than the Association for the duration of this Agreement with respect to
30 personnel in the bargaining unit. Nothing contained herein shall be construed
31 to prevent any individual teacher from presenting a grievance and having the
32 grievance adjusted without intervention of the Association, if the adjustment is
33 not inconsistent with the terms of this Agreement, provided that the Association

1 has been given opportunity to be present at such adjustment.

2 C. The Board shall also make payroll deductions upon written author-
3 ization from a teacher for the tax sheltered annuities, Grand Rapids Teacher's
4 Credit Union, M.E.A. Insurance premiums and any other programs jointly ap-
5 proved by the Association and the Board.

6 D. Nothing contained herein shall be construed to deny or restrict any
7 teacher or the Board in the exercise of any rights he or it may have under all
8 applicable laws and regulations. The Rights granted to teachers hereunder
9 shall be deemed to be in addition to those provided elsewhere.

PREAMBLE AND RECOGNITION

120
GOL
p.1

PROFESSIONAL AGREEMENT BETWEEN THE
GODFREY-LEE SCHOOL DISTRICT
AND
GODFREY-LEE EDUCATION ASSOCIATION
MEA - NEA
1970 - 1971
1971 - 1972

This agreement entered into this 2nd day of September 1970 by and between Godfrey-Lee Education Association, a voluntary, unincorporated association hereinafter called the "Association", affiliated with the Michigan Education Association, hereinafter called the "MEA", and the National Education Association, hereinafter called the "NEA", and the School District of Godfrey-Lee, the City of Wyoming, Michigan, hereinafter called the "Board". The signatories shall be the sole parties to this agreement.

WITNESSETH:

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of the Godfrey-Lee Public School District is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the teaching service, and

WHEREAS, the members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational standards, and

WHEREAS, the Board has a statutory obligation, pursuant to Act 379 of the Michigan Public Acts of 1965, to bargain with the Association as the representative of its teaching personnel with respect to hours, wages, terms, and conditions of employment, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this agreement,

In consideration of the following mutual covenants, it is hereby agreed as follows:

PREAMBLE AND RECOGNITION

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GOL
p. 2-3

ARTICLE I

Recognition

A. The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section II of Act 379, Public Acts of 1965, for all professional personnel, including personnel on tenure, probation and on per diem appointments, classroom teachers, substitute teachers, guidance counselors, librarians, administrative assistants, school psychologists and social workers, speech and hearing therapists, visiting teachers, advising or critic teacher,

teachers of the housebound or hospitalized, attendance or truant officers, school nurses employed or to be employed by the Board (whether or not assigned to a public school building), but excluding custodial, maintenance personnel, office and clerical employees and co-op students. Also excluded are principals. The term "teacher", when used hereinafter in the Agreement, shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined, and references to male teachers shall include female teachers.

B. The Board agrees not to negotiate with or recognize any teachers organization other than the Association for the duration of this agreement.

PREAMBLE AND RECOGNITION

MASTER AGREEMENT BETWEEN THE KELLOGGSVILLE PUBLIC SCHOOL DISTRICT
AND THE KELLOGGSVILLE EDUCATION ASSOCIATION

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KEL
p.i

This agreement is entered into this 15th day of July, 1970 between the Board of Education of the Kelloggsville Public Schools, City of Wyoming, Michigan, hereinafter called the "Board" and the Kelloggsville Education Association, hereinafter called the "Association".

WHEREAS the Board and the Association recognize that it is their mutual aim and responsibility to provide a good educational experience for the children of this school district and that the quality of education depends predominantly upon the attitude, quality, morale of the teaching staff, and the amount of mutual cooperation and support between the parties, and

WHEREAS the Association and its members are qualified to aid and assist, by making recommendations, in formulating policies and programs designed to promote high educational standards, and

WHEREAS the Board having recognized for the term of this contract, the Association as the exclusive bargaining agent for the teachers in matters of hours, wages, terms and conditions of employment, pursuant to Act 379 of the Michigan Public Acts of 1965, and

WHEREAS the Board and the Association hereby reaffirm their intention to bargain concerning these matters for the benefit of the teachers, the children and the community, and

WHEREAS the parties, following extended and deliberate negotiations, have reached certain agreements which they desire to make a matter of record, it is hereby agreed as follows:

140
KEL
p.1

ARTICLE I
RECOGNITION

The Board hereby recognizes the Association as the sole and exclusive bargaining representative for all certificated personnel, whether under contract, on leave, hourly or class rate basis, employed or to be employed by the Board, with the exception of the Superintendent, Assistant Superintendent, Director of Elementary Education, all principals and assistant principals and all other supervisory personnel. The term teacher, when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the bargaining or negotiating unit as above defined, and references to male teachers shall include female teachers.

The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement.

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140
KEL
p.1

ARTICLE I
RECOGNITION

The Board hereby recognizes the Association as the sole and exclusive bargaining representative for all certificated personnel, whether under contract, on leave, hourly or class rate basis, employed or to be employed by the Board, with the exception of the Superintendent, Assistant Superintendent, Director of Elementary Education, all principals and assistant principals and all other supervisory personnel. The term "teacher", when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the bargaining or negotiating unit as above defined, and references to male teachers shall include female teachers.

The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement.

PREAMBLE AND RECOGNITION

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KEH
p.1

-1-

AGREEMENT

between the

KENOWA HILLS BOARD OF EDUCATION

and the

KENOWA HILLS EDUCATION ASSOCIATION

1970 - 1971

* * * * *

This Agreement entered into this 1st day of September, 1970, between the School District of Kenowa Hills, hereinafter called the District, and the Kenowa Hills Education Association, hereinafter called the "Association", and affiliate of the M.E.A.

W I T N E S S E T H:

WHEREAS, the Board and the Association affirms that providing quality education for the youth of the Kenowa Hills School District is their mutual aim, and

WHEREAS, the achievement of that purpose can only fully be realized through qualified, capable and dedicated teachers who recognize their professional responsibilities and whose rights and aspirations in turn are recognized by the School District, and

WHEREAS, the Board of Education is required by law to negotiate with the Kenowa Hills Education Association on wages, hours, and the terms and conditions of employment of teachers and the parties, through negotiations in good faith have reached agreement on all such matters and desire to execute this contract covering such agreement.

-2-

ARTICLE I
RECOGNITION

Section 1.

The District hereby recognizes Kenowa Hills Education Association as the exclusive and sole bargaining representative as defined in Section 11, Act 379, for all certificated teaching personnel under contract, excluding: elementary, junior high, or high school principals, and their assistants, administrative assistant, the assistant superintendent of instruction, the superintendent of schools, community school director, director of school social services, social workers, office, clerical, nurses, maintenance, custodial or transportation personnel, substitute teachers and part-time teachers.

Section 2.

The District agrees not to negotiate with any teacher's organization other than the Kenowa Hills Education Association for the duration of the agreement.

Section 3.

The Kenowa Hills Education Association agrees that it will not permit any teacher's organization or group of teachers to negotiate with respect to wages, hours, or any terms or conditions of employment other than through official Kenowa Hills Education Association and District negotiation procedures.

Section 4.

If any provision of this agreement or any application shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent of that permitted by law. All other provisions or applications shall continue in full force and effect.

PREAMBLE AND RECOGNITION

KENT CITY EDUCATION ASSOCIATION AGREEMENT

This agreement entered into this first day of July, 1970
by and between the Board of Education of Kent City Community
Schools, Kent City, Michigan, hereinafter called the "board",
and the Kent City Educators Association, hereinafter called
the "Association".

150
KEC
p.1

WITNESSETH

WHEREAS the Board and the Association recognize and declare
that providing a quality education for the children of Kent City
Community Schools is their mutual aim and that the character of
such education depends predominately upon the quality and morals
of the teaching service, and

WHEREAS the members of the teaching profession are parti-
cularly qualified to assist in formulating policies and programs
designed to improve educational standards, and

WHEREAS the Board has a statutory obligation, pursuant to
Act 379 of the Michigan Public Acts of 1965, to bargain with the
Association as the representative of its teaching personnel with
respect to hours, wages, terms and conditions of employment, and

WHEREAS the parties, following extended and deliberate
professional negotiations, have reached certain understandings
which they desire to memorialize.

In consideration of the following mutual covenants, it is
hereby agreed as follows;

ARTICLE I
Recognition

150
KEC
p.2

- A. The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section II of Act 379, Public Acts of 1965, for all professional personnel, including personnel on tenure, probation and on per diem appointments, classroom teachers, substitute teachers, guidance counsellors, librarians employed or to be employed by the Board, but excluding supervisory and executive personnel and office and clerical employees. The term "teacher", when used hereinafter in this agreement, shall refer to all employees represented by the Association on the bargaining or negotiating unit as above defined, and references to male teachers shall include female teachers.
- B. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this agreement. Nothing contained herein shall be construed to prevent an individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of this agreement.
- C. Withing thirty days of the beginning of their employment hereunder, teachers may sign and deliver to the Board an assignment authorizing deduction of membership dues of the Association (including the National Education Association and the Michigan Education Association) upon such conditions as the Association shall establish. Such sum shall be deducted as dues from the regular salaries of the Association members and remitted as frequently as deducted to the Association.

10/30/70

2

B-46

PREAMBLE AND RECOGNITION

150
KEC
p.3

D. Nothing contained herin shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School Laws or applicable civil service laws and regulations. The rights granted to each teacher hereunder shall be deemed to be in addition to those granted elsewhere.

PREAMBLE AND RECOGNITION

This is a Master Agreement between the Board of Education of the Kentwood Public Schools, Kentwood, Michigan, hereinafter called the "Board", and the bargaining unit of the Kentwood Education Association, hereinafter called the "Association".

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KEW
p.1
p.2

GENERAL STATEMENT OF POLICY

The Board and the Association agree that the development and implementation of a high quality instructional program is the responsibility of both the Board and the educators who are employed by the Board. It is further agreed that the best way to discharge this joint responsibility is through close consultation among the Board, the Administration, and the Teaching Staff.

Since these groups have the same goal, providing the best possible education for all students enrolled in the schools, relationships must be maintained which are based upon these high ideals and common interests and the proposition that education is a public trust and a professional calling.

The effective implementation of the above-stated policy requires a mutuality of relationship between the parties of this Agreement, both collectively and as individual members of the respective groups.

ARTICLE I RECOGNITION

A — RECOGNITION

1. The Board recognizes the Association as the exclusive bargaining unit for all teachers employed or to be employed by the Board, but excluding substitute teachers; supervisory and executive personnel; office, clerical, custodial, and school lunch employees; and school bus drivers. The term "teachers" when used hereinafter in this Agreement shall refer to all employees represented by the Association in the bargaining unit as above defined, and references to males shall include female teachers.

2. Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association if the adjustment is not inconsistent with the terms of this Agreement provided that the Association representative has been given an opportunity to be present at such adjustment.

3. Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under any State or Federal laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

PREAMBLE AND RECOGNITION

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LOW
p. 1
p. 2

MASTER EDUCATION AGREEMENT

This Agreement entered into this Thirtieth day of August 1970, by and between the Board of Education of the Lowell Area Schools, Lowell, Kent County, Michigan, hereinafter called the "Board," and the Lowell Education Association, hereinafter called the "Association."

Whereas the members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational standards, and the Board is required by law to negotiate with the Association on wages, hours, and the terms and conditions of employment of teachers, and the parties, through negotiations in good faith, have reached agreement on all such matters and desire to execute this document covering such agreement.

RECOGNITION

1.1 Recognition

The Board hereby recognizes the Association as the exclusive bargaining representative, as defined in Section 11 of Act 379, Public Acts of 1965, for all certified professional personnel under contract, including personnel on tenure and probation, classroom teachers, guidance counsellors, librarians, school nurse, remedial and special education teachers. Excluded would be supervisory and executive personnel, office, clerical, maintenance, operating, cafeteria, and transportation employees.

1.1.1 Teacher - The term "teacher" when used hereinafter in this Agreement shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined.

1.1.2 Board - The term "board" shall include its officers and agents.

1.2 Exclusive Right

The Board agrees not to negotiate with any organization other than the designated as the representative pursuant to Act 379, Public Acts of 1965, for the duration of this Agreement.

PREAMBLE AND RECOGNITION
AGREEMENT

This Agreement made and entered into this _____ day of _____, 1970
by and between the Board of Education of Rockford Public Schools, a third class
school district, Kent County, Michigan, hereinafter called the "Board" and the
Rockford Education Association, hereinafter called the "Association,"

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ROC
p.1

WITNESSETH

WHEREAS, the Board and the Association recognize and declare that providing a
quality education for the children of Rockford is their mutual aim and that the
character of such education depends predominantly upon the quality and morale of
the teaching service, and

WHEREAS, the members of the teaching profession are particularly qualified to
assist the Board and the school administration in formulating policies and pro-
grams designed to provide high educational standards, and

WHEREAS, the Board has a statutory obligation pursuant to Act 379 of the Mich-
igan Public Acts of 1965, to bargain with the Association as the representative of
its teaching personnel with respect to hours, wages, terms and conditions of em-
ployment, and

WHEREAS, the parties, following extended and deliberate professional negotia-
tions, have reached certain understandings which they desire to memorialize.

In consideration of the following mutual covenants, it is hereby agreed as
follows:

ARTICLE I

GENERAL

(a) This Agreement is negotiated under Act 379 of the Michigan Public Acts
of 1965, in order (1) to fix for its term the salaries and other conditions of
employment provided herein, and (2) to encourage and abet effective and harmonious
working relationships between the Board and the Association in order that the
cause of public education may be best served in the school district.

(b) This Agreement shall constitute the complete and only statement of con-
tractual relationship between the Board and the Association. The Board and the
Association accept the provisions of this Agreement as commitments which they will
cooperatively and in good faith honor, support and seek to fulfill.

(c) Despite reference herein to the Board or the Association as such, each
reserves the right to act hereunder by committee, individual member, or designated
representative, professional or lay, whether or not a member to represent that
group. Each party will provide to the other, upon written request, satisfactory
evidence (such as official minutes or certificates or resolutions) or authority so
to act.

(d) Nothing in this Agreement which changes pre-existing Board policy, rules
or regulations, written or otherwise promulgated, shall operate retroactively un-
less expressly so stated.

PREAMBLE AND RECOGNITION

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ROC
p.2

ARTICLE II

RECOGNITION AND UNION SECURITY

(a) The Board recognizes the Association as the exclusive bargaining representative, as defined in Section II of Act 379 of the Michigan Public Acts of 1965, for all certified teaching personnel under written contract with the Board (hereinafter and generally called "Teachers") to the extent required by Act 379, excluding specifically the superintendent and assistant superintendent, director of instruction, principals, assistant principals, director of materials center, community school director, community education personnel, and other supervisory and executive personnel, office clerical and maintenance and operating employees. The term "Board" shall include its officers and agents.

(b) Subject to the provisions of Public Act 379, as the same may be amended, the Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement with respect to personnel in the bargaining unit. Except for such negotiations under Public Act 379, the Board shall be free to communicate with teachers or their representatives, or any other persons individually or by group, for whatever educational purpose the Board may deem desirable in the discharge of its responsibilities.

(c) It shall be a condition of employment that all teachers to be employed for the 1970-1971 school year shall (1) become and/or remain members of the Association; or (2) pay to the Association a representation fee in an amount equivalent to the Association's regular and usual initiation fees and its regular and usual dues.

PREAMBLE AND RECOGNITION

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SPA
p.1

This agreement is entered into this 5th of August, 1970 by and between the Board of Education of Sparta Area Schools, Sparta, Michigan, hereinafter called the Board," and the Sparta Education Association, hereinafter called the "Association."

WITNESSETH

WHEREAS the Board and the Association recognize and declare that providing a quality education for the children of Sparta Area Schools is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the teaching service, and

WHEREAS the members of the teaching profession are particularly qualified to assist in curriculum matters designed to improve educational standards, and

WHEREAS the Board has a statutory obligation to bargain with the Association as the representative of its teaching personnel with respect to hours, wages, terms and conditions of employment, and

WHEREAS the parties, following extended and deliberate professional negotiations, have reached certain understandings which they desire to memorialize and agree as follows:

PREAMBLE AND RECOGNITION

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SPA
p.2

ARTICLE I

Recognition

A. The Board hereby recognizes the Association as the exclusive bargaining representative for all certified classroom teachers, including personnel on tenure, probation, substitute teachers, guidance counselors, librarians, and special educational personnel, employed or to be employed by the Board (whether or not assigned to a public school building), but excluding supervisory, administrative, executive, office and clerical employees, and other non teaching personnel. The term "teacher," when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the bargaining or negotiating unit as above defined, and references to male teachers shall include female teachers.

B. The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement. Nothing contained herein shall be construed to prevent any individual teacher or group of teachers from presenting a grievance in accordance with the grievance procedure herein provided.

C. Within thirty days of the beginning of his employment hereunder, each teacher will sign and deliver to the Association an assignment authorizing the deduction of his membership dues of the Association (including the National Education Association and the Michigan Education Association or will authorize said sum to be deducted and forward to the Association). The assignment form shall be provided by the Association. Such sum shall be deducted by the Administration in ten installments.

D. Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School Laws or applicable civil service laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

E. It is agreed that the Board reserves all its powers, rights, authority, duties and responsibilities except as specifically modified by the terms of this Agreement.

PREAMBLE AND RECOGNITION

MASTER AGREEMENT

This Agreement is made and entered into this 6th day 000
of February 1970, by and between the Board of Education of the KISD
Kent Intermediate School District (hereinafter referred to as the p.1
"Board") and the Kent Intermediate Education Association, affiliated
with the Michigan Education Association (hereinafter referred to as
the "Association").

ARTICLE I

PURPOSE AND INTENT

The Board and the Association recognize: That their
joint objective is to provide a quality education to the students
of the School District, and that the quality of education provided
depends upon the dedication, preparation, and morale of the pro-
fessional staff and upon the effectiveness and efficiency of the
administration to maintain a desirable educational atmosphere.

Being engaged in a mutual endeavor in the public interest,
the Board and the Association encourage fair and harmonious rela-
tions between their respective representatives at all levels.

In the above spirit and pursuant to the requirements of
Act 379 of the Michigan Public Acts of 1965, the Board and Associa-
tion herein set forth their Agreement with respect to rates of pay,
wages, hours and other terms and conditions of employment of all
individuals included in the Bargaining Unit as defined in Article II,

insofar as such matters are not controlled by applicable Michigan Laws, such Laws superseding anything which may be contained herein.

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ARTICLE II

RECOGNITION

The Board hereby recognizes the Kent Intermediate Education Association as the exclusive bargaining representative, as defined in Section II of Act 379 of the Michigan Public Acts of 1965, for all certificated personnel or professional personnel having probationary or tenure status employed by the Board as School Psychologists (or Diagnosticians), School Social Workers, Speech Clinicians, Teachers of Homebound or Hospitalized, Teacher Counsellors for the Physically Handicapped, Consultants for the Mentally Handicapped (Type C), and Vocational Rehabilitation Consultants, but excluding all supervisory (including Directors, Coordinators and Department Chairmen), administrative, clerical, custodial and maintenance personnel.

(a) The term "employee" when used hereinafter in this Agreement shall refer to all employees represented by the Association in the bargaining unit defined above.

(b) The term "Board" shall include its officers and agents.

The Board agrees not to negotiate with any organization other than that designated above as the bargaining representative of the employees covered hereby.

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SECTION C - Teacher Rights

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ASSOCIATION AND TEACHER RIGHTS

ASSOCIATION RIGHTS

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A. BOARD MEETINGS

The Association shall be notified of all special Board meetings called by the Board to conduct business. The time, date and place of special meetings shall be given to the Association by phone and/or written communication at approximately the same time and date that the Board members are notified.

B. BOARD COMMITTEES

The Association shall be notified by phone or written communication of regular Board committee meetings as to time, date and place. The Association shall have an opportunity to make reports and/or recommendations at such meetings.

C. BOARD AGENDA

The Association shall be recognized as a part of Section V of the Agenda of all regular Board meetings.

D. BUILDINGS AND EQUIPMENT

The Association shall have the right to use building facilities and equipment at reasonable times and hours for teachers. Such use will be scheduled through the building administrator. The Association may post Association

notices on the bulletin board designated for Association use. The inner school mail service may be used by the Association including regular delivery to the Association Office.

E. EXECUTIVE DIRECTOR

The Association's Executive Director may have access to school facilities during normal school hours. His initial contact in such building shall be with the school office to announce his presence. His activity shall not interfere with the instructional program.

F. FACULTY MEETINGS

Upon the conclusion of the administration portion of any regular faculty meetings the Association may make announcements.

G. RECORDS

The Board shall make available to the Association for inspection, pertinent personnel records of the K-12 system (excluding personal record file unless so authorized in writing by the teacher involved) at the written request of the Association from the files at the Board's main offices, 143 Bostwick, N.E. Such records will be made available at the Board's main office and will not be removed from said office.

H. BUILDING COUNCIL

1. There may be in every building or unit an organization of the professional staff covered by the terms of this Agreement known as the Building Council.

2. All professionals in the building or unit are eligible and may become members.

3. The by-laws shall be written by members of the Building Council.

4. The officers of the Building Council are to be elected from the teachers of that building or unit.

5. The Building Council may conduct activities and be responsible for functions which are normal to that building or unit.

6. The Building Council shall be the only faculty-wide organization recognized by the administration which officially represents teachers at the building or unit level as referred to in this Agreement, but does not exclude the various group activities that may exist outside the realm of this Agreement.

7. The Building Council shall be subject to the provisions of this Agreement and it shall be the communication vehicle between the teachers and the building or unit administrator. This Council shall consider matters of concern within the building or unit and make appropriate recommendations to the building administrative staff. To effectuate this goal the Building Council chairman shall have the opportunity, on a regularly scheduled basis, to confer with the building administrator.

8. The Building Council shall also serve as the communication vehicle to the Instructional and/or Executive Councils or to any administrator provided the possible resolution of the concern is under the authority of such administrator.

ASSOCIATION AND TEACHER RIGHTS

TEACHER RIGHTS AND RESPONSIBILITIES

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A. RIGHT TO ORGANIZE

Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every teacher shall have the right to organize, join and support the Association for the purpose of engaging in collective bargaining. As a duly elected body exercising governmental power under cover of the law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the employment of any rights conferred by Act 379 or the laws of Michigan. The Board recognizes

that teachers are entitled to full rights of citizenship granted them under the Constitution of the State of Michigan and the Constitution of the United States. The Board shall not discriminate against any teacher with respect to hours, wages or any terms or conditions of employment by reason of his membership in the Association, his participation in any activities in the Association or collective bargaining with Board, or his institution of a grievance, complaint or proceeding under this Agreement (or otherwise) with respect to any terms or conditions of employment.

B. IDENTIFICATION

No teacher shall be prevented from wearing insignia, pins or other identification indicating membership in the GREA, MEA, or NEA, or any combination of same.

C. VENDING MACHINES

Vending machines may be installed in teachers' lounge or in other areas which are restricted to the staff. Administration of the machine, product and proceeds shall be the duty of the Building Council. Any cost connected with such machines shall be borne by the Building Council.

D. CIVIL RIGHTS

The provisions of this Agreement and the wages, hours, terms and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, sex, marital status, or membership in, or association with, the activities of any employee organization.

E. STUDENT ACCESS

Students shall be admitted into the building at a time set by the building administrator. Teachers shall not have a direct responsibility for children in the building prior to the teacher's assigned time responsibility. Each teacher may permit children in his room prior to his assigned time responsibility and will be directly responsible for the children and the contents of such room. If a teacher wishes, he may secure his room when it is not in use. The room may be opened at night and if so shall be re-secured by the custodial staff before the children arrive in the morning.

F. DISTRICT MERGING

In the event that the Grand Rapids school district is combined with one or more school districts, the Board shall use its best efforts to assure the continued employment of its teachers in such consolidated district, and to the fullest extent permitted by law, contractual agreements with individual teachers shall be binding.

G. ANNEXATION OF ANOTHER CITY

In the event that other school districts shall become attached to the Grand Rapids district, teachers who have acquired tenure in the annexed districts shall be given Tenure by the Board. Further, the Board shall, immediately upon annexation, adjust the wages, hours, and other conditions of professional employment of teachers in the annexed districts to conform to the terms and conditions of this Agreement.

H. COPYRIGHT

Any materials prepared by the teacher in the course of his instruction become the property of the Board for use in THIS school system. However, no syndication or sale of this material may be made without the express release of the creator and the Board. The development of material by committee in which there is no one or few single creators shall be exempt from this requirement.

I. EVALUATION

1. A copy of the current Evaluation of Teaching Performance form shall be given to each teacher new to the Grand Rapids school system and shall be made available upon their request to those presently employed.
2. The evaluation of the performance of each teacher in the school system is the responsibility of the administration. In such evaluations, all

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monitoring or observations of teachers shall be conducted openly and with the knowledge of the teacher.

3. The performance of all teachers shall be evaluated in writing as follows:

- a. Probationary teachers shall be evaluated not less than twice per school year or less than once per semester.
- b. Tenure teachers shall be evaluated not less than once per three (3) school years.

4. Two copies of each evaluation shall be shown to the teacher for his information and review within ten (10) working days of such evaluation. The teacher shall, after joint review, sign both copies of the evaluation and shall check one of the two appropriate boxes signifying **he agrees or he does not agree** with the evaluation and shall return **both copies** to his principal or supervisor. The principal or supervisor shall keep at least one copy on file in the building for future reference by the teacher and/or administration.

5. For the purpose of professional growth each teacher shall be given written information indicating the areas of weakness as recorded in their evaluation.

6. Prior to his dismissal a teacher shall be notified in writing stating the reasons for recommendation of such dismissal.

7. Each teacher shall have the right, upon his request, to review those contents of his own personnel folder, on file at the Board's main offices, 143 Bostwick NE, which pertain to, or are the result of any evaluation completed since the beginning date of his employment in the Grand Rapids Public School system. Such records shall be made available in the office where such records are filed and shall not be moved from said office.

8. Sections 1, 3, 4, and 5 shall become effective on September 1, 1969.

J. PROFESSIONAL BEHAVIOR

1. The Board recognizes that the Code of Ethics of the Education Profession, adopted at the 1968 Representative Assembly of the National Education Association, is considered by the Association as the criteria of professional behavior. The Association shall investigate alleged breaches of the Code of Ethics of the Education Profession.

2. The Association recognizes that abuses of sick leave or other leaves, chronic tardiness or absence, willful deficiencies in professional performances, or other violation of discipline by a teacher, reflect adversely upon the teaching profession. Alleged breaches of discipline of the Code of Ethics of the Education Profession shall be reported to the offending teacher and to the Association. The Association will use its best efforts to correct breaches of professional behavior by any teacher.

3. It is further recognized by the teacher that if, after warnings in writing by the administrator (copies to be retained by the administrator), such practices continue, the Board may institute proceedings against said teacher which may result in that teacher's dismissal.

4. A teacher's primary responsibility is his classroom or regular facility in which his basic assignment occurs. However as an employee of the Board he also has student supervision responsibilities throughout the building and grounds during regular school hours at the place of his employment.

K. ACADEMIC FREEDOM

1. The parties seek to educate young people in the democratic tradition, to foster a recognition of individual freedom and social responsibility, to inspire meaningful awareness of and respect for the Constitution and the Bill of Rights, and to instill appreciation of the values of individual personality. It is recognized that these democratic values can best be transmitted in an atmosphere which is free from censorship and artificial restraints upon free inquiry and learning, and in which academic freedom for teacher and student is encouraged, provided adopted curriculum and courses of study are adhered to.

2. Any teacher accused of the improper use of academic freedom may be dismissed only after proof of the alleged impropriety has been provided. Any allegation found to be untrue shall be completely removed from the teacher's record and any changes that may have been made in that teacher's status shall be immediately restored.

L. REDUCTION IN PERSONNEL

Should substantial and unforeseen changes in student population, or other conditions make necessary a general reduction in the number of teachers employed by the Board, the Board will retain those teachers qualified for existing teaching positions with permanent teaching certificates having the longest service in the district. The Board will assist any released teacher in an effort to secure other employment. Nothing herein shall relieve the Board from fulfilling any contractive obligation pursuant to the provisions of the Michigan Teacher Tenure Act.

M. TENURE ACT

As stated in the Michigan Teacher Tenure Act, no teacher shall terminate his services with the Board during the current school year except by mutual agreement.

N. PREPARATION SPACE

During a teacher's preparation period a space shall be provided in which to carry on his preparatory classroom function.

O. TELEPHONE FACILITIES

1. School telephone facilities shall be made available to teachers for professional use in all buildings in a location where it can be used confidentially when necessary.

2. See Memorandum of Understanding dated January 17, 1969.

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ASSOCIATION AND TEACHER RIGHTS

Association and Teacher Rights

A. Pursuant to the Michigan Public Employment Relations Act, the Board hereby agrees that every employee of the Board shall have the

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right to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under color of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by the Act or other laws of Michigan or the Constitutions of Michigan and the United States; that it will not discriminate against any teacher with the respect to hours, wages, or any terms or conditions of employment by reason of his membership in the Association, his participation in any activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. The Board specifically recognizes that the Association has the right to invoke the assistance of the Michigan Employment Relations Commission, or a mediator from such agency, or an arbitrator appointed pursuant to the provisions of this Agreement, and, further, the Board agrees to be bound by any lawful order, or award of such agency or arbitrator.

C. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings. No charge shall be made for the use of school rooms before the commencement of the school day nor until 10:30 p.m. Arrangements shall be made with the administrator in charge of scheduling use of buildings.

D. The Association has the privilege, with permission by the persons responsible, to use school facilities and equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use, provided material is not detrimental to Board and Association relationship and all expendable materials will be furnished by the Association.

E. The Association shall have the right to post notices of activities and matters of Association concern on teacher bulletin boards, at least one of which shall be provided in teachers' lounge in each school building. The Association may use the district internal mail service and teacher mail boxes for communications to teachers.

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F. The Board, through the superintendent's office, agrees to furnish to the Association president or his agent in response to reasonable requests from time to time concerning the financial resources of the Board, tentative budgetary requirements and allocations and such other information as will assist the Association in developing reasonable, responsible, accurate, informed and constructive programs on behalf of the teachers, together with such available and legally non-confidential information which may be necessary for the Association to process any grievance or complaint.

G. The Provisions of this Agreement shall be applied without regard to race, creed, religion, color, national origin, age, sex or marital status.

H. The Board shall notify the teacher involved of a change or adjustment in an individual teacher's contract, if said change or adjustment results from the establishment of a new position, or the reassignment of a teacher, or an extension of services previously contracted, or other changes which would produce contract change.

I. The Board recognizes the desirability and right of a teacher to request from the building principal permission to leave his assigned building during the teacher's normal school day. The principal has the right to grant or deny such request.

ASSOCIATION AND TEACHER RIGHTS
ARTICLE III

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RECOGNITION OF ASSOCIATION

SECTION 1. The Board recognizes Northview Association, a member of the Michigan Education Association, as exclusive bargaining representative of all professional personnel, including all teachers, guidance counsellors, librarians, but excluding supervisory and executive personnel, food service, transportation, office employees, clerical employees and custodial employees. This recognition shall be for the purpose of collective bargaining with respect to the rates of pay, wages, hours and other conditions of employment of said professional employees.

SECTION 2. The parties recognize the professional responsibility of present employees who are Association members and persons hereafter employed to maintain a membership in good standing with the Association or to pay to the Association as a service fee an amount equivalent to the regular dues of the Association and its affiliates. There shall be no contractual enforcement of this provision for professional responsibility.

SECTION 3. The Board agrees to deduct from the salary of any employee covered by this Agreement the dues, or equivalent thereof, referred to in Section 2 above provided it receives individually signed authorizations on a standard form to be furnished by the Association and acceptable to the Board. The deductions shall be made at times agreeable to both the Board and the Association.

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ASSOCIATION AND TEACHER RIGHTS

ARTICLE IV

REPRESENTATION

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SECTION 1. The employees who are covered by this Agreement will be represented by a committee of three (3) elected by the Association in any manner it determines.

SECTION 2. The Association shall keep the Superintendent of Schools currently advised, in writing, of the members of its committee, and only such persons shall be recognized by the Board as representatives of the Association.

SECTION 3. The Board shall from time to time designate supervisory, executive or other personnel to meet with representatives of the Association, (and shall advise the Association of its representatives) so that at mutually convenient times they can discuss matters which are either mandatory subjects of collective bargaining under Act 379 of Public Acts of Michigan 1965, or are otherwise mutually agreed upon topics of discussion or negotiations; provided, however, where the Board and the Association have reached agreement upon a given subject for a stated term, further discussion may be foreclosed by either party during said term.

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ASSOCIATION AND TEACHER RIGHTS

ASSOCIATION RIGHTS

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3000:100: Pursuant to Michigan Statutes, the Board hereby agrees that every teacher shall have the right to organize, join and support the Association as long as the teacher's activities do not infringe upon the teacher's classroom assignment. The Board agrees that it will not discourage, deprive or coerce any teacher in the enjoyment of any rights conferred by the laws of Michigan or the Constitutions of Michigan and the United States: that it will not discriminate against any teacher with respect to hours, wages or any terms of conditions of employment by reason of his membership in the Association, his participation in any activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement with respect to any terms or conditions of employment.

3000:101: The Board shall notify the President of the Association of a pending change or adjustment in an individual teacher's contract, if said change or adjustment results from the establishment of a new position, or the re-assignment of a teacher, or an extension of the same services previously contracted, or other changes which would represent a departure from the usual procedures which would produce contract change. During the summer recess, the President of the Association shall advise the Superintendent as to which officer of the Association reports are to be made if the President is not immediately available to furnish a prompt reply.

3000:102: The Board agrees to furnish the Association with six (6) copies of both the Agenda and the Minutes of all Board Meetings. The Board also agrees to make available at the Board Meetings, or through the Assistant Superintendent for Business, upon the presentation of a personal request, two (2) copies of the Treasurer's report given to the Members of the Board at their meeting. Upon written request, the Board agrees to furnish all information which concerns the financial resources of the District, tentative budgetary requirements and allocation and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs in behalf of the teachers and their students. (The Board agrees to furnish information which may be necessary for the Association to process any grievance or complaint.)

3000:103: The Board agrees to advise the Association before any announcement is made concerning any millage or bond issue to be presented to the voters of the school district.

3000:104: The Board agrees to report to the Association information on all proposed construction including location, size, tentative floor plan, etc. Such information shall be reported before the finalization of plans.

3000:105: The Association shall deal with ethical problems arising under the Code of Ethics of the Education Profession in accordance with the terms thereof and the Board recognizes that the Code of Ethics of the Education Profession is considered by the Association and its membership to define acceptable criteria of professional behavior.

3000:106: All sales within the district by student groups that involve a house to house canvass must first have the approval of the Superintendent. The Association shall be notified of any approved sale. Only those teachers within a building that have given their prior written approval shall be involved in a sale.

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3000:107: The Association shall have the right to install private telephones for the use of their officers, provided, that the Superintendent has approved such installation, and, provided, that the cost of installation and monthly maintenance is borne by the Association. Telephones are to bear a listing of the Wyoming Education Association with the address of the building location.

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3000:108: Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property at times that a building is available and there is a custodian on duty.

3000:109: The Association shall have the right to use school facilities and equipment including typewriters and duplicating equipment at reasonable times when such equipment is not otherwise in use. The Association shall furnish all materials and supplies incidental to its operation.

3000:110: The Association shall be duly advised by the Board, of fiscal, budgetary and tax programs affecting the District.

3000:111: The Association and its members shall have the right to use school building facilities at all reasonable hours outside the school day upon prior written request submitted to the Superintendent and approved by him.

3000:111:10: 1. A designated bulletin board in an established teacher rest area (or lounge) shall be made available to the Association and its members.

3000:111:11: 2. Other established media for communication in the school district will be made available to the Association.

3000:112: The Board agrees to make available to the Association, through the Superintendent, in response to written requests all available financial information in the form maintained by the Board and available to the constituents of the school district.

3000:113: Any communications from the Association to the Board shall be forwarded by its duly authorized officers, or its designated representative, to the Superintendent. Conversely, any communications from the Board will be transmitted by the Superintendent of his designated representative to the President of the Association.

ARTICLE 4000

TEACHER RIGHTS

4000:100: Nothing contained herein shall be construed to prevent any individual teacher from presenting a grievance and having the grievance adjusted without intervention of the Association, if the adjustment is not inconsistent with the terms of this Agreement, provided, that the Association has been given the opportunity to be present at such adjustments.

4000:101: Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School Laws. The rights granted to the teacher hereunder shall be deemed to be in addition to those provided by law.

4000:102: No teacher shall be prevented from wearing insignia, pins, or other identification of membership in the Association either on or off school premises.

ASSOCIATION AND TEACHER RIGHTS

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Teacher Rights

A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every teacher shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under color of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Act 379 or other laws of Michigan or the

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Constitutions of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages or any terms or conditions of employment by reason of his membership in the Association, his participation in any activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this agreement or otherwise with respect to any terms or conditions of employment.

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B. The Board specifically recognizes the right of its teachers appropriately to invoke the assistance of the Employment Relations Commission, or a mediator from such public agency, or an arbitrator appointed pursuant to the provisions of this agreement.

C. The Board agrees to furnish on request to the Association all available information concerning the financial resources of the district and tentative budgetary requirements and allocations so that teachers can do intelligent planning of programs.

D. The Association and its' representatives shall have the right to use school buildings at all reasonable hours for meetings, after consultation with the building principal. When special custodial services are required, the Board may make a reasonable charge. No charge shall be made for use of school rooms on attendance days.

Duly authorized representatives of the Association and their respective local affiliates shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.

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The Association shall have the right to use school facilities and equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines, and all types of audio-visual equipment at reasonable times, when such equipment is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incident to use.

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The Association shall have the right to post notices of its activities and matters of Association concern on teacher bulletin boards, at least one of which shall be provided in each school building. The Association may use the district mail service and teacher mail boxes for communications to teachers. No teacher shall be prevented from wearing insignis pins, or other identification of membership in the Association either on or off school premises.

The Board shall inform the Association of any revisions in educational policy which are proposed or under consideration and the Association shall be given opportunity to consult with the Board with respect to said matters prior to their adoption and/or general publication. A copy of board minutes is to be given to the president of the local Association.

E. Should substantial and unforeseen changes in student population or other conditions make necessary a general reduction in the number of teachers employed by the Board, the Board will retain those teachers qualified for existing teaching positions with permanent teaching certificates having the longest service in the district.

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The Board will assist any released teacher in an effort to secure other employment. Nothing herein shall relieve the Board from fulfilling any contractive obligation pursuant to the provisions of the Michigan Teacher Tenure Act.

F. There is reserved exclusively to the Board all responsibilities, powers, rights and authority vested in it by the laws and constitution of Michigan and the United States or which have been heretofore properly exercised by it, excepting where expressly, and in specific terms, limited by the provisions of the agreement. It is further recognized that the Board, in meeting such responsibilities and in exercising its powers and rights, acts through its administrative staff. It is agreed that the Board retains the responsibilities for establishing and equitably enforcing reasonable rules and rights including, but not limited to, the rights:

ASSOCIATION AND TEACHER RIGHTS

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ARTICLE II - TEACHER RIGHTS

Section 1: Upon approval of the building principal or superintendent, the Association shall have the right to use school facilities and equipment. The Association shall pay for the cost of all materials and supplies incident to such use. If the activity is held when a custodian is not on duty, the Association shall pay for the cost of same.

Section 2: The Board agrees to make available to the Association, in response to a written request to the superintendent all District information available to the constituents of the School District. Records afore-mentioned are not to be removed from the office in which they are located.

Section 3: One Bulletin Board per teachers' lounge will be provided for Association business matters. The Association may use the intra-school mail service and teacher mail boxes for communications to teachers.

ASSOCIATION AND
TEACHER RIGHTS

ASSOCIATION AND TEACHER RIGHTS

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1. A. Pursuant to Act 379 of the Public Acts of 1965, the
2. Board hereby agrees that every teacher shall have the right
3. freely to organize, join and support the Association for the
4. purpose of engaging in collective bargaining or negotiation and
5. other lawful activities for mutual aid and protection. As a
6. duly elected body exercising governmental power under color of
7. law of the State of Michigan, the Board undertakes and agrees
8. that it will not directly or indirectly discourage or deprive
9. or coerce any teacher in the enjoyment of any rights conferred
10. by Act 379 or other laws of Michigan or the constitution of
11. Michigan and the United States; that it will not discriminate
12. against any teacher with respect to hours, wages or any terms
13. or conditions of employment by reason of his membership in the
14. Association, his participation in any activities of the Assoc-
15. iation, or collective professional negotiations with the Board
16. or his institution of any grievance, complaint or proceeding
17. under this Agreement with respect to any terms or conditions
18. of employment.
19. B. Nothing contained herein shall be construed to deny or
20. restrict any teacher in the exercise of any rights the teacher
21. may have under the Michigan General School Laws or applicable
22. laws and regulations of the State of Michigan.
23. C. The provisions of this Agreement and the wages, hours,
24. terms and conditions of employment shall be applied without
25. regard to race, creed, religion, color, national origin, age,
26. sex or marital status of any teacher.

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ASSOCIATION AND TEACHER RIGHTS
ARTICLE II

TEACHER RIGHTS

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- A. Pursuant to all current and pertinent legislation, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection.
- B. The Board recognizes the right of its employees appropriately to invoke the assistance of the State Labor Mediation Board, or a mediator from such public agency, or an arbitrator appointed pursuant to the provisions of this Agreement.
- C. The Board agrees to furnish to the Association in response to reasonable requests from time to time, all available information concerning the financial resources of the district, tentative budgetary requirements and allocations and other such information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers and their students, together with information which may be necessary for the Association to process any grievance or complaint.
- D. The Association or other professional teacher organizations and their members shall have the right to use school building facilities at all reasonable hours for meeting, providing such use does not interfere with previous building commitments. Duplicating machinery shall be available for professional organization use. Materials used solely for the benefit of the professional organizations shall be paid for by them. Materials used for the preparation of items of mutual and common use shall be provided without cost by the Board. Bulletin boards and other media of communication between schools shall be made available to professional organizations.
- E. Notwithstanding their employment, teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher.
- F. The provisions of this agreement and the wages, hours, terms and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, sex or marital status or membership in or association with the activities of any employee organization. The Board and the Association pledge themselves to seek to extend the advantages of public education to every student without regard to race, creed, religion, sex, color or national origin and to seek to achieve full equality of educational opportunity to all pupils.

ASSOCIATION AND TEACHER RIGHTS

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ASSOCIATION RIGHTS

The Association, or any committee thereof, shall have the right to use school buildings and facilities, without charge, for professional meetings for East Grand Rapids teachers. Bulletin boards in the teachers' lounges and the inter-school mail shall be made available for Association use. Proper clearance for the use of school buildings, facilities, materials and equipment shall be obtained from the superintendent or building principal in accordance with past practice.

The Association agrees to reimburse the Board for any damage to school equipment entrusted to its use or care.

The Board agrees to furnish to the Association in response to reasonable requests from time to time all available information concerning the financial resources of the District

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and tentative budgetary requirements and allocations in the form such information is maintained by the Board.

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ARTICLE IV

TEACHER RIGHTS AND RESPONSIBILITIES

The Association and the teachers recognize that the basic duty of each teacher is to use his skill and expertise in the most effective and proper manner to improve the quality of the educational process in the East Grand Rapids Schools.

The Association and the teachers recognize that the success of the teacher in fulfilling his duty to the school system and his profession is dependent upon, among other things, the devotion of extra time to self-improvement and out-of-school time for preparation of projects and lesson plans, grading of papers, and counseling with parents.

The Association and the teachers further recognize and incorporate by reference the Code of Ethics of the Michigan Education Association, as adopted by the Representative Assembly of said Association in April of 1963, as the basic standard of professional conduct to which they will adhere in the performance of their obligations to the Board and the children of East Grand Rapids.

INSTRUCTIONAL POLICIES COUNCIL:

There shall be established an Instructional Policies Council for the purposes of improvement and coordination of the total instructional program and promoting better communication and understanding among members of the teaching staff, administration and the Board of Education.

Membership on the Council shall consist of four members appointed by the Association, four members appointed by the Superintendent of Schools, and two members appointed by the PTA Council president. One of the four appointed by the Superintendent shall include the Assistant Superintendent for Instruction, who will chair the Council. One or more alternates for the regular members may be appointed by the groups specified above. Parliamentary and voting privileges shall be limited to regular members or to alternate members attending a council meeting in the absence of a regular member.

The Council shall advise the Board and the Association on such matters as:

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1. Curriculum. The curriculum of a particular discipline from elementary through secondary may be reviewed, revised, updated or otherwise amended. Consideration shall also be given the range of courses offered at each level or levels. Recommendations concerning teaching techniques and innovations and experimentation in teaching and learning may also be made.

2. Textbooks. The Association and teachers will continue to assume initial responsibility for the review and selection of textbooks.

3. Teaching Equipment and Building Design. The Association and teachers acknowledge their willingness to furnish resource personnel and staff evaluations, recommendations, and educational specifications in order to assist in the selection of teaching materials and equipment and in the educational design of new or remodeled school buildings.

To accomplish the above functions, the Instructional Policies Council may appoint such standing committees and ad hoc committees as are deemed necessary. The Association and the teachers acknowledge their willingness and responsibility to serve in such a capacity.

Teachers serving on the Council or its sub-committees may be allowed released time, when approved in advance by the Superintendent of Schools or his designee, for such activities as meetings, or for attendance at conferences, seminars, and workshops, or to observe other instructional techniques or programs.

The foregoing committees, study groups, or council shall serve as advisory, consultative, and fact-finding bodies only, and failure of the Board to adopt any of the recommendations submitted shall not constitute the basis of a grievance.

ASSOCIATION AND TEACHER RIGHTS

Teacher, Board and Administration Rights

10 A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby 110
11 agrees that every employee of the Board shall have the right freely to organize, FOH
12 join and support the Association for the purpose of engaging in collective bar- p.2
13 gaining or negotiation and other lawful activities for mutual aid and protection. p.3
14 As a duly elected body exercising governmental power under cover of law of the
15 State of Michigan, the Board undertakes and agrees that it will not directly or in-
16 directly discourage or deprive or coerce any teacher in the enjoyment of any
17 rights conferred by Act 379 or other laws of Michigan or the Constitution of Michi-
18 gan and the United States; that it will not discriminate against any teacher with
19 respect to hours, wages, or any terms or conditions of employment by reason of
20 his membership in the Association, his participation in any lawful activities of
21 the Association or collective professional negotiations with the Board, or his in-
22 stitution of any grievance, complaint or proceeding under this Agreement with
23 respect to any term or condition of employment.

30 C. The parties specifically recognize that each has the right to invoke the
31 assistance of the State Labor Mediation Board, or a mediator from such public
32 agency, or an arbitrator appointed pursuant to the provisions of this Agreement,
33 and they agree to be bound by any lawful order or award thereof.

34 D. The Association and its members shall have the right to request the
35 use of school building facilities for association meetings. No teacher shall be
36 prevented from wearing insignia, pins or other identification of membership in
37 the Association either on or off school premises so long as they would not tend
38 to distract from the proper performance of their duties. After notification of in-
39 tent has been given to the Principal, the Association may post proper Association
40 notices on any bulletin board ordinarily designated for the teachers' use.

1 E. The Board agrees to furnish to the Association in response to
2 reasonable requests all available information in the form maintained con-
3 cerning the financial resources of the district, including annual financial
4 reports and audits, register of certified personnel, tentative budgetary re-
5 quirements and allocations (including county allocation board budgets, cen-
6 sus and membership data) names and addresses of all teachers, including
7 new teachers hired during the summer, salaries paid thereto. Other infor-
8 mation will be available that will assist the Association in developing intel-
9 ligent, accurate, informed and constructive programs on behalf of the
10 teachers, their students and the School District, together with information
11 which may be necessary for the Association to process any grievance or
12 complaint provided that personal information respecting individual teachers
13 shall not be disclosed except as otherwise provided by Article XI-B.

ASSOCIATION AND TEACHER RIGHTS

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ARTICLE II

Association and Teacher Rights

A. Pursuant to the Michigan Public Employment Relations Act, the Board hereby agrees that every teacher employed by the Board shall have the right to freely organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under cover of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by the Act or other laws of Michigan or the Constitutions of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of his membership in the Association, his participation in any activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School Laws or other app :

1. Sign and deliver to the Board an assignment authorizing deduction of membership dues and assessments of the Association (including the National and Michigan Education Associations) and such authorization shall continue in effect from year to year unless revoked in writing between June 1 and September 1 of a given year, or
2. Cause to be paid to the Association a representation fee equivalent to the dues and assessments of the Association (including the National and Michigan Education Associations) within sixty (60) days of the commencement of employment. The refusal of said teacher to contribute fairly to the costs of negotiation and administration of this and subsequent agreements may be recognized as just and reasonable cause for termination of employment.

B. Membership dues shall be made in twenty (20) deductions, the first two (2) periods of each month beginning in October. The Board agrees to promptly remit to the respective Associations all monies so deducted, accompanied by a list of teachers from whom the deductions have been made.

ASSOCIATION AND TEACHERS RIGHTS

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C. With respect to all sums deducted by the Board pursuant to authorization of the employee, whether for membership dues or equivalent fee, the Board agrees promptly to remit to the Association that portion allocated to the Association and to remit the balance for both the NEA and the MEA, to the Michigan Education Association, 1216 Kendale Boulevard, Box 673, East Lansing, Michigan 48823, accompanied by an alphabetical list of teachers for whom such deductions have been made, categorizing them as to membership or nonmembership in the Association, and indicating any changes in personnel from the list previously furnished. The Association agrees promptly to advise the Board of all members of the Association in good standing and from time to time to furnish any other information needed by the Board to fulfill the provisions of this Article and not otherwise available to the Board.

D. Upon appropriate written authorization from the teacher, the Board shall deduct from the salary of any teacher and make appropriate remittance for annuities, credit union, savings bonds, city income tax, United Fund, or any other plans or programs jointly approved by the Association and the Board.

ARTICLE III

Teacher Rights

3.1 Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School laws or applicable civil service laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

3.2 The Board agrees to furnish to the Association in response to reasonable requests such public information as may be necessary for the Association to prepare proposals for bargaining, or which may be necessary for the Association to process any grievance or complaint.

3.3 Teachers shall be entitled to full rights of citizenship and no lawful religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher, in so far as it does not interfere with his professional responsibilities as a teacher in the Grandville Public Schools. It is further understood that if the Association believes this paragraph has been abused, the matter shall be discussed with the Board's Personnel Committee to be resolved by mutual agreement.

The provisions of the Agreement shall be applied without regard to race, creed, religion, color, national origin, sex, or marital status.

ASSOCIATION AND TEACHER RIGHTS

A. Teacher Rights. The Board hereby acknowledges that Public Act 379 is an act designed to prohibit strikes by certain public employees, to provide review from disciplinary action with respect thereto; to provide for the mediation of grievances and the holding of elections; to declare and protect the rights and privileges of public employees; and to prescribe means of enforcement and penalties for violations of the provisions of the Act. The Board further recognizes that it is lawful for public employees to organize and to engage in activities for the purpose of collective bargaining and negotiations in matters of hours, wages, terms and conditions of employment. The Board further acknowledges all the provisions of the said Act and hereby assures the Association of its intention to cooperate in putting the law into effect.

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Teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher or the lack thereof shall be grounds of any discipline or discrimination with respect to the professional employment of such teacher.

C. Association Rights. The Board hereby grants to the Association and its members the right to use school building facilities after having made proper application to the building principal for each use desired. The use of office equipment shall be limited to the time between 8:00 A.M. and 4:00 P.M. and shall be operated by Association members. When possible, bulletin boards and other established media of communication will be made available to the Association and its members.

D. The Board agrees that no teacher shall be prevented from wearing insignia, pins, or other identification of membership in the Association either on or off school premises.

E. The Board agrees to make available to the Association, in response to reasonable requests in writing to the Superintendent, all information concerning the financial resources of the district, tentative budget requirements, allocations, and such other information as will assist the Association in developing intelligent, accurate, informed procedures and programs on behalf of teachers and students. Also, upon request in writing, the Board will provide such information as may be necessary for the Association to process any grievances or complaints, with the exception of information contained in teachers' personnel files.

F. The Board shall notify the Association of major revisions of educational policy, the proposed annual budget, tax programs and construction programs, which are under consideration and the Association shall be given opportunity to advise the Board with respect to the above matters prior to their adoption and/or general publication.

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G. The provisions of this Agreement and the wages, hours, terms and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, sex or marital status or membership in, or association with, the activities of any employee organization. The Board and the Association pledge themselves to seek to extend the advantages of public education to every student without regard to race, creed, religion, sex, color or national origin and to seek full equality of educational opportunity for all pupils.

H. It is agreed that Section VI, Para. C. of the Board of Education Policy Book dated August 18, 1969 , shall be subject to change during the term of this contract only by mutual consent of the parties.

I. It is also agreed that the sections of the Board Policy Book concerning Curriculum Coordinating Councils shall be subject to change during the term of this contract only by mutual consent of the parties.

ASSOCIATION AND TEACHER RIGHTS

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ARTICLE II

TEACHER RIGHTS

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Section 5

Pursuant to the Michigan Public Employment Relations Act, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under cover of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by the Act or other laws of Michigan or the Constitutions of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of his membership in the Association, his participation in any activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment, so long as the same does not interfere with the full, faithful and proper performance of the duties of employment.

Section 6

Nothing contained herein shall be construed to deny or restrict to any teacher rights he may have under the Michigan General School laws or other applicable laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

Section 7

The Association and its representatives shall request approval from the Building Principal for use of school buildings outside of school hours for meetings, provided that when special custodial service is required, the Board may make a reasonable charge therefor. No charge shall be made for use of school rooms until 6:00 P.M.

Section 8

The District will provide a designated bulletin board area in each building. The building principal retains right to approve or disapprove materials posted. Materials shall be limited to official association materials.

ASSOCIATION AND TEACHER RIGHTS

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Teacher Rights

A. Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every employee of the Board shall have the right to freely organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under cover of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the employment of any rights conferred by Act 379 or any other laws of Michigan or the Constitutions of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of his membership in the Association or collective personal negotiations with the Board, or his institution of any grievances, complaint or proceeding under this agreement or otherwise with respect to any terms or conditions of employment.

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B. The parties specifically recognize that each has the right to invoke the assistance of the State Labor Mediation Board, or a mediator from such public agency, or an arbitrator appointed pursuant to the provisions of this agreement, and the Board and Association agree to be bound by any lawful order or award thereof, where such award does not conflict with express powers and duties granted the Board by Legislative Act.

C. The Association shall have the right to use the school building facilities at all reasonable hours for meetings.

D. The Board agrees to furnish to the Association in response to requests from time to time all available information concerning the financial resources of the district, tentative budgetary requirements and allocations and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers and their students, together with information which may be necessary for the Association to process any grievance or complaint.

E. Openings in subject areas or positions within the system shall be made available upon request to teachers within the system and be posted.

ASSOCIATION AND TEACHER RIGHTS

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ARTICLE III

ASSOCIATION AND TEACHER RIGHTS

A — PUBLIC ACT 379

The Board and the Association agree to abide by Act 379 of the Public Acts of Michigan for 1965 and all amendments thereto and to all the applicable laws and statutes pertaining to teachers' rights and responsibilities. The Board further agrees that it shall not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of their rights granted to them under the laws above stated.

B — BUILDING USE

1. The Association and its members shall have the right to use the school building facilities before or after regular class hours and during lunch time. Such use of the building for Association meetings must be arranged for with the building principal in advance. The Administration retains the right of room assignment.

2. Bulletin boards and teachers' mail boxes shall be made available to the Association for the posting or placement of materials relating to official business of the Association. These materials must be signed by a designated Association official. Copy of such materials shall be sent to the office of Superintendent of Schools prior to posting.

C — SCHOOL DOCUMENTS

The Board agrees to furnish to the Association upon request to the Superintendent of Schools, copies of those school documents it is required by law to make available to the public.

D. RELEASE TIME FOR KEA PRESIDENT

The President of the Association, allowing 1 day of advanced notice to the Principal with approval of the Superintendent of Schools, may be released from his regular teaching duties for Association business.

1. Provided, that the Association assumes the cost of the substitute teacher for time lost from regular teaching duties.
2. The President shall make his presence in the building known in the Principal's office upon entering.

ASSOCIATION AND
TEACHER RIGHTS

Article II
TEACHER RIGHTS

2.1 Law Pertaining to Negotiation

The Board and the Association agrees to abide by Act 379 of the Public Acts of 1965, and to all the applicable laws and statutes pertaining to teachers' rights and responsibilities.

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2.2 Law Pertaining to Mediation

The Board recognizes the right of any teacher or the Association to invoke the mediation procedures of Section 7 of Act 336, Public Acts of 1947, as amended, and Sections 10, 11, and 25 of Act 176 of the Public Acts of 1939, as amended; and the Board agrees to be bound by any lawful order or award thereof.

2.3 Access to Board Information

The Board agrees to make available to the Association, information concerning the financial resources of the District, tentative budgetary requirements and allocations, and such other information as will assist the Association in developing intelligent, accurate, informed and constructive programs, together with information which may be necessary for the Association to process any grievance or complaint.

2.4 Use of School Facilities

The Association and its representatives shall have the right to use school equipment when such equipment is not otherwise in use, and to use school buildings at all reasonable hours for meetings. The Association shall pay for materials and supplies used from Board supplies.

2.5 Private Life

Notwithstanding their employment, teachers shall be entitled to full rights of citizenship, and no religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher. The private and personal life of any teacher shall conform to the NEA Code of Ethics.

2.6 Fair Employment Practice

The provisions of this Agreement and the wages, hours, terms and conditions of employment shall be applied without regard to race, creed, religion, color, national origin, age, sex, or marital status, or membership in, or association with, the activities of any employee organization. The Board and Association pledge themselves to seek to extend the advantages of public education to every student, without regard to race, creed, religion, sex, color, or national origin, and to seek to achieve full equality of educational opportunity to all pupils.

ASSOCIATION AND TEACHER RIGHTS

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TEACHER, BOARD AND ADMINISTRATION RIGHTS

(a) Pursuant to Act 379 of the Public Acts of 1965, the Board hereby agrees that every employee of the Board shall have the right freely to organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation and other lawful activities for mutual aid and protection. As a duly elected body exercising governmental power under cover of law of the State of Michigan, the Board undertakes and agrees that it will not directly or indirectly discourage or deprive or coerce any teacher in the enjoyment of any rights conferred by Act 379 or other laws of Michigan or the Constitutions of Michigan and the United States; that it will not discriminate against any teacher with respect to hours, wages or any terms or conditions of employment by reason of his membership in the Association, his participation in any lawful activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement with respect to any terms of conditions of employment.

(b) It is recognized that the laws of the State of Michigan make the Board legally responsible for the operation of the Rockford Public School System. In meeting such responsibilities the Board oftentimes acts through its administrative staff. Michigan law gives the Board authority necessary to discharge all of its responsibilities. The Board, on its own behalf and on behalf of the electors of the district, retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Michigan, and of the United States, and it is agreed that the Board and the Administrative Staff shall be free to exercise all such rights and authority to the extent permitted by law.

Nothing contained herein shall be considered to deny or restrict the Board of its rights, responsibilities, and authority under the Michigan General School Law or any other national, state, county, or local laws or regulations as they pertain to education.

The provisions of this Agreement shall not be construed to deny or restrict any employee rights established under the Michigan General School Law or any other laws or regulations.

The exercise of powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Michigan, and the Constitution and laws of the United States.

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ASSOCIATION AND TEACHER RIGHTS

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(c) The parties specifically recognize that each has the right to invoke the assistance of the State Labor Mediation Board, or a mediator from such public agency or an arbitrator appointed pursuant to the provisions of this Agreement, and they agree to be bound by any lawful order or award thereof.

(d) The Association shall have the right, without priority, to schedule the use of school building facilities at reasonable times and intervals for Association meetings before or after regular class hours. Such meetings shall not be conducted in a place, or at a time, which might interfere with school activities, including extra-curricular activities conducted after regular classroom hours. Prior notification of intent to hold a meeting shall be given and the administration shall designate the room in which the meeting is to be held.

(e) The Association may post, with the principal's permission, on designated bulletin boards. Teacher mail boxes may be used by the Association.

(f) The Board agrees to furnish to the president of the Association and the chairman of the negotiating committee in response to request all available public information in the form it is maintained by the Board, concerning the financial resources of the district, tentative budgetary requirements and allocations, agenda, excluding executive sessions, and such other public information as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers, their students and the School District, together with nonprivileged information in response to reasonable requests, which may be necessary for the Association to process any grievance and which is readily available to the Board.

Nonprivileged information for the above purpose shall be contained in the teacher's personal file and will consist of the following items of information:

- (1) Annual TB report and required medical information.
- (2) All formal teacher evaluation reports (see Article XII)
- (3) Copies of annual contracts.
- (4) Teacher certificate.
- (5) Letters of commendation.
- (6) A transcript of academic records.
- (7) Tenure recommendation.
- (8) Record of voluntary extracurricular activities.

Other personal and confidential information regarding individual teacher shall not be disclosed except upon mutual agreement of parties and upon written consent of the teacher.

ASSOCIATION AND TEACHER RIGHTS

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Teacher Rights

A. The Board hereby agrees that every teacher, as defined in Article I, Section A, employed by the Board shall have the right to freely organize, join and support the Association for the purpose of engaging in collective bargaining or negotiation for mutual aid and protection. The Board agrees that it will not discriminate against any teacher with respect to hours, wages or any terms or conditions of employment by reason of his membership in the Association, his participation in any activities of the Association or collective professional negotiations with the Board, or his institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

B. The Association and its members shall have the right to use school building facilities at all reasonable hours for meetings upon clearance with the Administration. No teacher shall be prevented from wearing insignia, pins or other identification of membership in the Association either on or off school premises. Bulletin boards, telephone service, intercom service, inter-school mail, and teacher mail boxes shall be made available to the Association and its members according to established policy in effect at the signing of the Agreement.

C. The Board agrees to furnish to the Association a monthly report of general fund receipts and disbursements, tentative budgetary requirements, allocations, and such other information as will assist the Association in developing intelligent and accurate information which may be used by the Association for the purpose of processing any grievance or of preparing for negotiations only.

D. Teachers shall be involved in curriculum planning both building and system levels.

ASSOCIATION AND TEACHER RIGHTS

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ASSOCIATION PRIVILEGES

A. Membership Rights. The Board agrees that it will not discriminate against any employee with respect to hours, wages, terms or conditions of employment because of his membership in the Association or his participation in any activities of the Association.

B. Statutory Rights. The Association, on its own and its individual members' behalf, retains and reserves without limitation all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and Constitution of the State of Michigan, and of the United States.

C. Building Use. The Board agrees that the Association may use the District's building and utilities at any reasonable time with the approval of the Superintendent for the purpose of holding meetings of the Association or conducting Association business.

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D. Information. The Board agrees to furnish to the Association from time to time, in response to reasonable requests, public information then available to the Board, in the form in which it is kept, concerning the financial resources of the District, tentative budgetary requirements and appropriations and such other public information in the possession of the Board as may assist the Association in developing accurate and constructive programs on behalf of the employees covered under this Agreement or which may be necessary for the Association to process any grievance or complaint.

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E. Recognition At Board Meetings. The Board agrees that an employee so designated by the Association will be recognized at a regular Board meeting so long as prior arrangements have been made with the Superintendent.

F. Dues Deduction. Within 30 days of the beginning of their employment hereunder, employees may sign and deliver to the business office of the District an assignment authorizing deduction of membership dues or assessments of the Association (including the National Education Association and the Michigan Education Association) upon such conditions as the Association shall establish. Such sum, as authorized, shall be deducted as dues from the regular salaries of all employees and remitted in a manner and at times as agreed upon between officers of the Association and the Superintendent.

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G. Strength of Association. The Superintendent (or his hiring agent) shall inform each newly-hired employee that the Association expects employees of the Department to be United Profession Association members and that the Association will expect a new employee to become an active, dues-paying member of the Association.

H. Doing of Association Business. The Board agrees that it may be necessary from time to time for officers or agents of the Association (particularly during professional negotiations) to request occasional and brief time during usual working hours to do Association business relative to representation of employees covered by this Agreement. The Board agrees that reasonable requests for such "released time" may be granted by the Superintendent.

SECTION G - Fringe Benefits - Financial Payments - Insurance

G-301 - Grand Rapids	010
G-302 - Godwin Heights	020
G-303 - Northview	025
G-304 - Northview	
G-305 - Wyoming	026
G-306 - Byron Center	040
Caledonia	050
G-307 - Cedar Springs	070
G-308 - Cedar Springs	
Comstock Park	080
G-309 - East Grand Rapids	090
G-310 - Forest Hills	110
G-311 - Godfrey Lee	120
G-312 - Grandville	130
G-313 - Kelloggsville	140
G-314 - Kenowa Hills	145
G-315 - Kent City	150
G-316 - Kentwood	160
Lowell	170
G-317 - Rockford	210
G-318 - Sparta	240
G-319 - KISD	000
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INSURANCE

G. INSURANCE BENEFITS

1. Hospital Medical — Each teacher employed by the Board one-half time or more is entitled to insurance benefits as described below:

a. Carrier

1. **Present teachers** shall continue to be insured by the carrier which they presently have coverage unless they notify the Board Business office of a change on or before the last day of the open enrollment periods of the insurance companies.
2. **New teachers** shall make a choice of carriers prior to commencing employment.
3. No teacher shall change carriers during the remaining duration of this agreement.

b. Coverage

1. Hospital-Medical — Blue Cross-Blue Shield carrier

- (a) The Board shall pay the full premium for the Master Medical, \$50 deductible, and Ward Service plan for any teacher who is employed and who qualify in one of the following classifications:

- (1)* Head of household with one or more children. Full premium is \$26.31 per month.
- (2)* Head of household with spouse. Full premium is \$24.59.
- (3) single subscriber — full premium is \$9.56.

(b) Life Insurance

If an employee dies while under contract with the Board, his estate shall receive a cash death benefit of \$2,000.

2. Hospital-Medical Michigan Education Association carrier

*Head of household as defined by the I.R.S. or approved by the Board

- (a) The Board shall pay a premium equal to the premium and qualifications in b.1. above in behalf of the teacher to the MEA provided the teacher selects an insurance option within the MEA plan.

(b) Life Insurance

The Board shall contribute one dollar (\$1.00) per month to the MEA for any teacher who selects the MEA insurance carrier.

3. Husband and wife both employed by the Board and pursuant to their qualifications may select any of the above but shall not receive double coverage.
4. Any employee via payroll deduction may select other insurance benefits from the carrier (Blue Cross-Blue Shield or MEA) under which they are insured.

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INSURANCE

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ARTICLE XXIII
Insurance Protection

A. The Board agrees to furnish without cost to the teacher insurance protection for themselves, and their families, if so stated by the teacher, health insurance, income insurance or life insurance, up to the amount of thirty-five (\$35.00) dollars per month for tenure teachers and fifteen (\$15.00) dollars per month for probationary teachers. The type and amount of insurance shall be designated by each teacher within the first full month of employment after ratification of contract. Any insurance coverage premiums that exceed thirty-five (\$35.00) dollars a month for tenure teachers and fifteen (\$15.00) dollars a month for probationary, as provided by the Board, shall be made by the payroll deduction method.

B. The Board shall make payment of insurance premiums for each employee to provide insurance coverage for the full twelve-month period commencing September 1st and ending August 31st. When necessary, premiums in behalf of the teacher shall be made retroactively or prospectively to assure uninterrupted participation and coverage. The amount of the premium paid by the Board of Education shall be discontinued on July 1st for any teacher not returning the following school year. The amount of the premium paid by the Board shall be discontinued thirty (30) days after termination of employment for those teachers leaving the system prior to the end of the school year.

C. One of the carriers selected shall be the MESSA Insurance Plan.

D. The Board shall provide without cost to the teacher, public liability and accident coverage in an amount of not less than \$100,000 for each accident that may occur in the course of the teacher's school sponsored duties.

ARTICLE XIV

INSURANCE

SECTION 1. Liability Insurance.

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The Board will pay the premium cost of an insurance policy selected by it providing up to \$100,000 liability coverage in excess of that maintained by the individual teacher in the event of civil action alleging teacher negligence in the performance of teaching assignments causing bodily injury, property damage or personal injury. Coverage shall commence September 1st. of each year for all participants then actively employed. Teachers who are on leaves or who terminate their employment will cease to be covered.

In all cases the terms of the insurance policy shall govern matters of liability and benefits of coverage.

SECTION 2. Damage to Personal Property.

The Board will reimburse employees covered by this agreement for personal clothing, glasses, and jewelry damaged or destroyed as the direct result of an assault by a pupil while the teacher is on assigned duty in the school building or on school premises.

SECTION 3. Head of Household Protection.

The Board will pay the premium cost of the income and life insurance program set forth below for all employees covered by this agreement who are either; (a) the male or female head of a family, or (b) the male or female head of household who is the principal wage earner in the dwelling and contributes more than half of the support of the dependent relative (the residence requirement shall not apply to dependent parents of head of household). Coverage shall commence September 1st. of each year for all participants then actively employed. Teachers who are on leaves or who

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terminate their employment must make their own arrangements for continued coverage with the insurance carrier. The determination of the Board on any question of eligibility shall be final and shall not create a precedent in other cases:

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a. Life Insurance. \$2,000 term life insurance. Coverage will be reduced for those approximately sixty-five (65) years of age and further reduced for those approximately seventy (70) years of age. Any reductions will be in keeping with the standard policy provisions of the insurance carrier.

b. Income Protection. Long term disability benefit of 60% of salary to age sixty-five (65) following a three (3) month waiting period.

In all cases the terms of the insurance policy shall govern on claims that arise.

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FRINGE BENEFIT

The fringe benefit allowance incorporated in the attached salary schedules is a total sum of money available during the year September 1 - August 31 to be applied by the Board, at the option of the teacher, toward the purchase of one or more of the following programs:

- A. Health Insurance (MEA or Blue Cross)
- B. Group Term Life Insurance (MEA)
- C. Income Protection (MEA)
- D. Major Medical - \$500 deductible (MEA)

Elections made by a teacher shall remain unchanged for the balance of the period except by mutual agreement. The amounts stipulated on the salary schedule are available 1/12th each month. This benefit is not accumulative from year to year and has no cash value. Amounts unspent upon the termination of a teacher prior to the completion of his contract shall lapse. Amounts unspent as of July 1st of any year in which the teacher fails to renew his contract or serve a notice of intention to renew his contract will be paid in full.

2½% of Base Salary - 1st - 3 Years
3% of Base Salary - Next 4 Years
3½% of Base Salary - Remainder of Contract

Refer to
Salary
Schedule

3/1/71

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INSURANCE

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INSURANCE PROTECTION

12000:100: The insurance carrier mutually acceptable to the Board and the Association for the duration of this Agreement shall be the Michigan Education Association Health Care Insurance program, and Dental Program Insurance coverage for teachers shall be for a

twelve (12) month basis from September. Any teacher commencing with the Wyoming Public Schools after the open enrollment (Sept. - Oct.) shall be granted insurance subject to acceptance by the M. E. A. Health or Dental Insurance Company.

1. Any teacher taking his salary over twenty (20) pays and returning for the succeeding school year will receive continuous health insurance protection. He must, however, contribute his share of the premiums due to cover the period from June until September.

2. Eligibility for and the amount of the premium allowance paid by the Board shall be established at the beginning of each school year and shall not be changed during the year. The individual will have the option of increasing his or her coverage, however, any additional expense shall be paid by the individual.

3. Each individual shall have the option of choosing either the Super Medical Health Insurance or the Dental Care Insurance coverage.

12000:101: Premium allowances: Super Medical Insurance

12000:101:10: Non-tenure teachers, 90% of the individual premium.

12000:101:11: Tenure teachers:
95% of Self Insurance Premium
95% Self & Spouse Premium
95% Self & Children Premium
95% Self, Spouse & Children Premium.

12000:101:12: Premium allowance: Dental Care
Non-tenure teachers
90% - the individual premium
Tenure teachers
95% of Self Dental Premium
95% of the Family Coverage Premium.

12000:101:13: It should be noted that two (2) people (husband & wife) cannot pool their premiums.

12000:102: All teachers are to receive three thousand (\$3000.) dollars term insurance with double indemnity provision for the 1970-71 school year, and four thousand (\$4000.) dollars for the 1971-72 school year, and five thousand (\$5000.) dollars for the 1972-73 school year.

INSURANCE

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Insurance Protection

Pursuant to the authority set forth in Section 617 of the School Code of 1955, as amended, the Board of Education agrees to furnish all teachers the following insurance protection.

A. The Board shall provide without cost to the teacher full-family health care protection, through the Super Med Program, for a full twelve-month period according to the following schedule:

Insured	\$14.60
Insured and spouse	32.34
Full-family	36.96
Insured & Children	26.50

No dual coverage will be given husband and wife when both are employed by the district. If insurance coverage is already provided to either husband or wife through another employer, coverage will not be given. If the status of such employees should change due to unforeseen circumstances, the employee shall be provided coverage as per schedule.

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Section 5: Hospitalization and insurance benefits. The Board will pay Twenty-four Dollars (\$24.00) per month for twelve (12) months for each teacher. The teacher shall apply this to any Board approved insurance program. (For the year 1970-1971 the Board has approved Blue Cross/Blue Shield or M.E.A. insurance plans.) Beginning on July 1, 1971, the Board will pay the equivalent amount equal to 100% of the cost of the Blue Cross/Blue Shield program which is comparable to the plan now in effect towards Blue Cross/Blue Shield or M.E.A. insurance. No teacher will receive the above in cash.

INSURANCE

INSURANCE PROTECTION

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ART. XI

1. A. The Board shall pay full MEA super med helath
2. care protection for each full time teacher who elects
3. such protection, and who may qualify in one of the
4. following classifications:
5. 1. *Head of household and spouse and one or
6. more children. Full premium \$36.96 per
7. month.
8. 2. *Head of household and spouse. Full prem-
9. ium \$32.34 per month.
10. 3. *Head of household and children. Full prem-
11. ium \$26.50 per month.
12. 4. Single subscriber. Full premium \$14.60 per
13. month.
14. *Head of household as defined by the I.R.S. or approved
15. by the Board.
16. B. A full time teacher who does not elect health ins-
17. urance, may elect up to \$14.60 per month of MEA ins-
18. urance options....Excluding annuities in any form.
19. C. Each new teacher will select his insurance program
20. on or before September 15, 1970.
21. D. Each teacher who now has MEA health insurance will
22. continue that program in 1970-71, without change, un-
23. less such -hange is first approved by the Superintendent's
24. office.
25. E. The Board sha-l provide facilities for utilization
26. of the MEA and John Hancock tax-deferred annuity pro-

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CES
Art.XI

27. gram by all members of the bargaining unit.
28. F. In the event that an employee, absent because of
29. illness or injury has exhausted sick leave accrual, the
30. above mentioned fringe benefits should continue through-
31. out the balance of the school year.

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COP
Art.XIII

Insurance Protection -

The Board agrees to furnish full comprehensive, semi-private, non-deductible hospitalization coverage from either M.E.A. or Blue Cross/Blue Shield for the following:

- a. Employee, spouse and child
- b. Individual subscriber
- c. Employee and children
- d. Employee and spouse

The Board shall make payment of insurance premiums for each returning employee to provide insurance coverage for the full 12 month period commencing September 1 and ending the following August 31st.

New employees may enroll for coverage beginning on dates as set forth by insurance companies.

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MEDICAL CARE INSURANCE

The Board will pay the cost of full family medical care insurance not to exceed \$38 per month in behalf of each full-time teacher who is a subscriber under either the Blue Cross-Blue Shield or the Michigan Education Association medical care insurance plans. Such contributions shall begin, in the case of new teachers, at the beginning of the insurance month immediately following the time they begin their teaching duties. Coverage will terminate on the effective date of resignation or on June 30 of the school year that the teacher leaves employment, whichever comes first. No changes and/or additions can be made after October 1 with the exception of family additions and/or deletions.

- a. A single person qualifies for individual membership under group provisions.
- b. Contribution shall not apply to loss of time benefits or any other optional benefits, such as life insurance dependent life insurance, long term disability, or dental care.
- c. Those teachers leaving employment in the East Grand Rapids School system will be allowed to remain in the East Grand Rapids school group medical care insurance plan entirely at their own expense until the beginning of the next school year. This provision will not apply beyond a period of 3 months.

NOTE: Both carriers have non-duplication clauses in their contracts.

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- 11 7. The Board shall pay 90% toward MEA super medical health and
12 medical insurance for the employee and his dependents. Dependents shall
13 be spouse and natural born or legally adopted children who qualify as de-
14 pendents with the Internal Revenue department.

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ARTICLE XX

Insurance Protection

Pursuant to the authority set forth in Section 617 of the School Code of 1955, as amended, the Board agrees to furnish to all teachers the following insurance protection:

- A. The Board shall provide Group Life Insurance protection in the amount of \$5,000 that will be paid to the teacher's designated beneficiary. In the event of accidental death, the insurance in accordance with the Master Policy will pay double the specified amount. Carrier selected shall provide for continuation of a percentage of above group coverage at group rates by payroll deduction from Retiree's State Teacher's Retirement checks.
- B. The Board shall provide \$35.00 per month toward MEA health care protection for a twelve-month period for each member of the bargaining unit. Employees not wishing health care protection may apply dollar amount equivalent toward the following options available through the Michigan Education Special Services Association:

Group Term Life Insurance
Loss of Time
"500" Major Medical

- C. The Board shall provide long term disability insurance for each member of the bargaining unit at 50% of annual contractual salary.
- D. In the event that an employee, absent because of illness or injury, has exhausted sick leave accrual, the above mentioned fringe benefits shall continue throughout the balance of the school year.
- E. The Board shall make payment of insurance premiums for each employee to provide insurance coverage for the full twelve-month period commencing September 1 and ending August 31 when necessary, premiums in behalf of the teacher shall be made retroactively or prospectively to assure uninterrupted participation and coverage.

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Insurance Protection

13.1 The Board will provide \$5,000.00 of group life insurance protection with double indemnity protection for each full time teacher under the age of 65 years and \$2500.00 of group life insurance protection with double indemnity protection for each full time teacher who has attained the age of 65 years. Each full time teacher who elects such insurance will contribute ten (10) cents per thousand per month if under age thirty-five (35); fifteen (15) cents per thousand per month for teachers age thirty-five (35) through forty-four (44); and thirty (30) cents per thousand per month for teachers age forty-five (45) and over. For insurance purposes a teacher shall be considered full time who is assigned to teach at least one half of each school day.

13.2 The Board will continue to provide comprehensive hospital, medical and surgical insurance protection under Blue Cross-Blue Shield and Michigan Education Association Health Care Plans for those teachers who elect such coverage. The Board will contribute toward the cost of such insurance an amount up to (a) \$1.00 less than the monthly cost of Blue Cross-Blue Shield semi-private coverage for each unmarried teacher and each married teacher who does not elect insurance coverage for his dependents; (b) \$1.50 less than the monthly cost of such Blue Cross-Blue Shield insurance coverage for a married teacher and his dependent spouse; and (c) \$2.00 less than the monthly cost of such Blue Cross-Blue Shield insurance coverage for each married teacher who elects insurance coverage for his dependents. For purposes of this paragraph, a teacher shall not cover as his dependent any person who works more than three-quarters time. No insurance coverage changes will be made after November 1 without the mutual agreement of the parties except in cases of additions to the teacher's family or of a teacher's marriage.

13.3 The Board will continue to make deductions for tax free annuities from the salaries of teachers who authorize it, in accordance with the Board's resolution of October 25, 1965.

13.4 Equal time shall be provided on the orientation day for new teachers for each carrier of health insurance agreed upon by the Association and the Board.

13.5 All teachers shall submit to the Superintendent by October 14, 1969, evidence that they are covered by \$100,000 personal liability insurance, covering their teaching responsibilities.

Membership in the MEA-GEA will be one proof of having met such responsibility.

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ARTICLE XV Insurance Protection

The Board agrees to provide insurance coverage for each teacher as stated in Schedule C. attached to and incorporated in this Agreement.

SCHEDULE C

A. The Board shall provide M.E.A. Super-Medical Care Protection for a twelve month period for each member of the bargaining unit and his eligible dependents at the rate effective July 1, 1970.

1971-72 - The Board shall provide M.E.A. Super-Medical Care Protection for a twelve month period for each member of the bargaining unit and his eligible dependents at the rate effective July 1, 1971.

B. Employees not wishing A above will be provided full family dental care and \$5,000 worth of Group Term Life and Accidental Death and Dismemberment insurance through School Employers' Trust.

C. Half-time teachers shall receive one-half the premium amount received by the full time teacher for the same benefits.

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INSURANCE

Section 70

Pursuant to the authority set forth in Section 617 of the school code of 1955, as amended, the Board agrees to furnish to all teachers the following insurance protection:

The District shall provide full MEA Super Medical Health Care protection for all members of the bargaining unit and his eligible dependents listed on the policy. The rates shall not exceed

\$14.60 month - single person
26.50 month - employee and children
32.34 month - employee and spouse
36.96 month - full family.

Any employee that resigns at the end of the school year shall have this benefit discontinued effective July 1.

Section 71

Hospital insurance shall be effective beginning Oct. 1 for all new employees.

Section 72

Any employee shall have the opportunity to select the MEA Dental Care program in lieu of the hospitalization program. The cost of this program shall not exceed \$11.68 per month.

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Insurance Protection

Pursuant to the authority set forth in Section 617 of the School Code of 1955, as amended, the Board agrees to furnish teachers with the following insurance protection. The Board shall provide \$20 toward insurance per month. Those not electing to take Health Insurance will take full family Dental Insurance. The difference between any employee's Health or Dental Insurance and \$20 may be made up by the use of any option allowed by the M.E.A. Insurance program.

INSURANCE

E — INSURANCE BENEFITS

1. **Life Insurance** — Beginning February 1, 1970, the Board shall provide life insurance protection in the amount of \$5,000 that shall be paid to each teacher's beneficiary. This amount shall be increased to \$6,000 beginning September 1, 1970. In the event of accidental death, the insurance shall pay double the specified amount.

2. **Health and Dental Insurance** — The Board shall provide for each employee \$24.00 in 1969-70 and \$28.00 per month in 1970-71 toward the purchase of super-med health insurance available through the Michigan Education Special Services Association. In 1970-71 those teachers who elect not to take health insurance shall be provided upon their request full family dental insurance, Plan A, through the Michigan Education Special Services Association.

3. **Regulations:**

- a. Contributions shall not apply to loss of time benefits or any other optional benefits such as life insurance, dependent life insurance, or long-term disability.
- b. Board contributions shall begin, in the case of new teachers, at the beginning of the insurance month immediately following the time they begin their teaching duties if an application is made in sufficient time to allow for making necessary payroll deductions.
- c. Coverage shall terminate on the effective date of resignation except in the case of the employee who completes the school year, and his insurance shall continue through August 31 of that school year.

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3.3.8 **Insurance** - The Board of Education shall pay \$14.60 per month in MEA medical health care protection, or MEA insurance options, excluding annuities in any form, for each full time teacher who elects such protection. Part time teachers, under contract, will be eligible for MEA insurance benefits prorated on the basis of the contract.

All teachers shall notify the Business Office of the insurance they select on or before September 10.

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6. Thirty-two (\$32.00) dollars per month per teacher will be made available during the year September 1 - August 31, to be applied by the Board, at the option of the teacher, toward the purchase of one (1) or more of the following programs:
- A. Health Insurance - Basic and Major Medical or Super Medical - includes \$2,500 life and \$2,500 accidental death and dismemberment (MEA)
 - B. Group Term Life Insurance up to \$10,000 (MEA)
 - C. Loss of Time Insurance - includes \$2,500 life and \$2,500 ADD (MEA)
 - D. \$500 Deductible Major Medical - includes \$2,500 life; and \$2,500 ADD - Loss of Time \$20.00 to \$150 per week.

Contracted teachers teaching three (3) hours or more but less than full-time shall receive one-half ($\frac{1}{2}$) benefits. Elections made by a teacher shall remain unchanged for the balance of the period except by mutual agreement. The amounts stipulated on the salary schedule are available 1/12 each month provided, however, one (1) semester of teaching shall provide six (6) months of benefit. This benefit is not accumulative from year to year and has no cash value. The insurance program will be administered by the Association, its agents or representatives.

Options A-C-D can be supplemented at the teacher's discretion by adding dependent life insurance or an additional \$5,000 of life insurance and/or long term disability. With Super Medical, a teacher may add Loss of Time. In the event both a husband and wife are otherwise eligible for the insurance program, the monthly benefits may be added together for one (1) insurance program.

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X. The Board agrees, pursuant to the authority set forth in Section 617 of the School Code of 1955, as amended, to provide M.E.A. Super Med hospital, medical, and surgical protection according to the following monthly schedule:

Insured	\$16.00 (may elect options withing \$16.00)
Insured and spouse	\$32.34
Insured and children	\$26.50
Full family	\$36.96

In lieu of Super Med hospital, medical, and surgical protection, a teacher may elect M.E.A. optional insurances up to a maximum of \$16.00 per month. Teachers working less than a full daily schedule will receive the insurance benefit provided in this section on a pro-rata basis.

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E. Insurance. Effective January 3, 1970, the Board will pay \$23.00 per month toward the cost of an employee's insurance; effective September 1, 1970, the Board will increase such payment to \$26.00 per month; and effective September 1, 1971, the Board will increase such payment to \$30.00 per month. Each employee is free to determine what insurances he wants to purchase. The insurances available throughout this contract period shall be underwritten by group insurance contracts with the Michigan Education Special Services Association. Premiums above the amount paid by the Board for these insurances may be paid through payroll deduction provided there is a signed authorization for such deductions. The Board agrees to have the District handle all billings for such insurances.

SECTION T - NEGOTIATION STATUS REPORTS

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020-GOH

Kent Intermediate School District - Date 4/19/71 District Godwin

SALARY SCHEDULE	Present Contract	Teacher Demand	Board Offer		Settle-ment
BACHELOR DEGREE	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
1. Minimum	7,600	10,000	***		
2. Maximum w/o Long. or Train.	11,600	16,000			
3. Maximum w/ Long., w/o Tr.	12,000	100/yr.			
4. Maximum w/ Long & Train.	12,000	100/yr.			
5. Increments, Req. Schedule	10	10			
* 6. Longevity Increments	1	all years beyond 10			
MASTER DEGREE	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
7. Minimum	8,200	12,000			
8. Maximum w/o Long. or Train.	13,000	18,000			
9. Maximum w/ Long., w/o Tr.	13,600	100/yr.			
10. Maximum w/ Long. & Train.	14,500	100/yr.			
11. Increments Req. Schedule	10	10			
12. Longevity Increments	2	all years beyond 10			
ADDITIONAL SALARY	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
13. Maximum w/o Long. or Train.	--	20,000			
14. Maximum w/ Long. w/o Tr.	--	100/yr.			
* 15. Maximum w/ Long. & Tr.	Open	Open			
RATIOS (BS Min. to)	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
#2	1.5263	1.6000			
#3	1.5789	1.8000*			
#4	1.5789	1.8000			
#7	1.0789	1.2000			
#8	1.7105	1.8000			
#9	1.7894	2.0000			
#10	1.9078	2.0000			
#13	--	--			
#14	--	--			
#15	--	--			

COMMENTS:

*-Max. 30Yrs.

* No Longevity for BA after 1970-71 - Those on the step shall continue to receive it until maximum catches up to it.

** All Salary over MA +30 (spec.) can be established by the Board.

** Board has suggested teachers review and revise their Economic Proposals.

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Kent Intermediate School District - Date 4/19/71District Godwin

FRINGE BENEFITS INSURANCE	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Hospitaliza- tion -			*		
2. Surgical					
3. Super Med Program -443.52					
4. Add. Hosp.- Surq. -62.40					
5. Payroll Protect. 192.00					
6. Long Term Dis- ability -84.00					
7. Life Insurance in Basic Prog.					
8. Add. Life Ins. 10-276.00					
9. Dependent Life Ins. -8.88					
OTHER INSURANCE PROGRAMS OFFERED	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
Dental Insurance	None	MESSA full fam. + ortho.			
Life Insurance	None	10,000 with D.E.			
Long Term Disablity	None	60 days 75%			
OTHER PROVISIONS AND NOTES TO ABOVE:					
Liability Insurance	100,00	100,000			

COMMENTS:

* Board has not countered economic demands

Kent Intermediate School District - Date 4/19/71 District Godwin 020-GOH

FRINGE BENEFITS LEAVES	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Longevity Provisions	BA - none MA + 16-300 + 21-30 MA+	100/year after 10 years	None		
2. Retirement Provisions Above MPSERF	None	*	None		
3. Misc. Provis. That Increase Salary-No Sup.	Additional Classes	Same	Same		
4. Sick Leave Days/Year	10	15	10		
5. Sick Leave Accumulation	Unlimited	Unlimited	Unlimited		
6. Personal/Bus. Days/Year	2	Same	No -P.B.D.		
7. Funeral/Berea. Days/Year	**All	Same	Same		
8. Funeral Chg. to Sick Lv.	All	Same	All		
9. Other Leaves With Pay & Provisions	Sabbatical Jury Duty Subpoenaed	Same	Same		
10. Leaves Allowed With Pay MEA Association Days(no pay loss)	5 days	20 days	No assoc. days		
11. Other Leave Provisions & Notes to Above	without				
- Maternity Leave	pay 1 yr.	Same	Same		
- Medical Leave Request	without pay	Same	Same		
- Military Leave	2 years without pay	Same	Same		

COMMENTS:

* Unused sick leave to be used as follows:

Retirement - 11-19 years - \$10.00/ Day to 16% of Salary

20 - plus years - \$15.00/ Day to 25% of Salary

Severance - 11-19 years - \$5.00/ Day

20 - plus years - \$7.00/ Day

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Kent Intermediate School District - Date 4/19/71 District Godwin

OTHER PROVISIONS	Present Contract	Teacher Demands	Board Offer	.	Settle-ment
Association Dues Deduction	October November December	October to June	No Deduction		
Association use of School Buildings	if asked for	None	No use of building		
Association use of Equipment	if asked for	None	No use of equipment		
Payroll Deduction	Ext. Ins. Annuities Credit Un.	Svng Bond United Fund	Limit to insurance only		
Recess - as free time	1 hour preparation per week	Complete free Recess	1hr. prep time/wk. 25 hr. work		
Lunch Hour	Free -or pay teacher 400/yr	Pay Teacher 1/1000 hr.	Free - pay teacher \$400/year		
Substitute Pay	\$5.50/hr	1/1000 of Base/Hr.	5.50/hr.		
Teachers Aids	Nothing	Not used to correct class size	Nothing		
Flu Shots	When asked at Board time&place	Omit when asked for	Omit Clause		
Secretarial Assistance	Nothing	Sec. help for Teacher	No more than now provided		
Maternity Leave	After 5 months	At discre-tion of teacher	5 mo. or No-must Grant		
Tuition Reimbursement	12 hour undergrad. 18 hrs. Grad	all 30hr. undergrad.	all 30 hrs. Grad		
Calendar	184 days	182 days	189 days		
Curriculum Council	5 Adm. 5 Teachers	3 Adm. 3 Teachers	3 Adm. 3 Teachers		
Curriculum Changes	Council Advisory	Council must approve	Council Advisory		
Paid Department Heads	None	Demand P. Dept. Heads	None		

COMMENTS:

SETTLED

Kent Intermediate School District - Date 5/9/71 District 025-NOV

SALARY SCHEDULE	Present Contract	Teacher Demand	Board Offer	Teacher Demand	Settle-ment
BACHELOR DEGREE	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
1. Minimum	7,500	7,800	7,800	8,000	7,950
2. Maximum w/o Long. or Train.	10,125	10,998	10,530	10,800	10,733
3. Maximum w/ Long., w/o Tr.	11,625	12,558	12,090	12,400	12,322
4. Maximum w/ Long & Train.	11,850	12,792	12,324	12,600	12,561
5. Increments, Req. Schedule	10	10	10	10	10
6. Longevity Increments	None	None	None	None	None
MASTER DEGREE	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
7. Minimum	8,100	8,400	8,400	8,600	8,550
8. Maximum w/o Long. or Train.	12,312	13,272	12,768	13,072	12,996
9. Maximum w/ Long., w/o Tr.	13,041	14,028	13,524	13,846	13,766
10. Maximum w/ Long. & Train.	13,440	14,278	13,765	14,088	14,007
11. Increments Req. Schedule	10	10	10	10	10
12. Longevity Increments	None	None	None	None	None
ADDITIONAL SALARY	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
13. Maximum w/o Long. or Train.					
14. Maximum w/ Long. w/o Tr.					
15. Maximum w/ Long. & Tr.					
RATIOS (BS Min. to)	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
#2	1.3500				1.3500
#3	1.5500				1.5500
#4	1.5800				1.5800
#7	1.0800				1.0754
#8	1.6416				1.6347
#9	1.7388				1.7328
#10	1.7920				1.7618
#13					
#14					
#15					

COMMENTS:

5/24, 7/2/71

Kent Intermediate School District - Date 5/9/71 District 025-NOV

FRINGE BENEFITS INSURANCE	Present Contract	Teacher Demand	Board Offer	Teacher Demand	Settlement
1. Hospitalization -	2½% to 3½% of Salary	Full Hosp.	2½% to 3½% of Salary	Same	Same
2. Surgical		MESSA or BC-BS			
3. Super Med Program -443.52					
4. Add. Hosp.- Surg. -62.40					
5. Payroll Protect. 192.00					
6. Long Term Disability -84.00	Head of House60%	Head of Housefor all	Head of House Only	Same	Same
7. Life Insurance in Basic Prog.					
8. Add. Life Ins. 10-276.00					
9. Dependent Life Ins. -8.88					
OTHER INSURANCE PROGRAMS OFFERED	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
Dental Insurance					
Life Insurance	\$2000 TermLife	\$5000 TermLife	\$2000 TermLife	\$2000 TermLife	\$2000 TermLife
OTHER PROVISIONS AND NOTES TO ABOVE:					

COMMENTS:

5/24, 7/2/71

113

T-025-2

114

Kent Intermediate School District - Date 5/9/71 District 025-NOV

FRINGE BENEFITS LEAVES	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Longevity Provisions					
2. Retirement Provisions Above MPSERF					
3. Misc. Provis. That Increase Salary-No Sup.					
4. Sick Leave Days/Year	10	10	10	10	10
5. Sick Leave Accumulation	120	120	120	120	120
6. Personal/Bus. Days/Year	2	2	2	2	2
7. Funeral/Berea. Days/Year	5	5	5	5	5
8. Funeral Chg. to Sick Lv.	No	No	No	No	No
9. Other Leaves With Pay & Provisions	None				
10. Leaves Allowed ~~With~~ Pay Without	None				
11. Other Leave Provisions & Notes to Above				10 Days for Assoc.	5 Days for Assoc.

COMMENTS:

5/24, 7/2/71

114

T-025-3

115

June 3, 1971

025-NOV

SALARY-FRinge CONSIDERATIONS

- | | | |
|--|--|---|
| 1. Increase Base Salary
on all scales - \$400
with present index | Retain Present
%ages for fringe
benefits | increase term life
insurance to \$5000
for Head of Household |
| 2. Increase Base Salary -
on all scales - \$400
with present index | Pay full Super-
Med or Blue Cross
Master Med (with non
duplication clause) | retain present term
life insurance at
\$2000 for Head of
Household |
| 3. Increase Base Salary
on all scales - \$400
with present index | Pay full Super Med
or Blue Cross Master
Med (with non duplication
clause) <u>Employee will pay</u>
<u>1st month of each year</u> | Increase term life
insurance to \$5000
for Head of Household |

NORTHVIEW PUBLIC SCHOOLS

SUPPLEMENTAL SALARY SCHEDULE

025-NOV

Position

Salary

Boys Middle School Intramurals	7 % of Base
Girls Intramurals, Middle School	7 % of Base
8th Grade Basketball	6 % of Base
7th Grade Basketball	5 % of Base
Middle School Dramatics	2 % of Base
High School G.A.A.	8 % of Base
High School Debate	4.4 % of Base
High School Play	3.5 % of Base /play
High School Cheerleaders	4.4 % of Base
Senior Class Advisor	4.0 % of Base
Junior Class Sponsor	3.5 % of Base
High School Yearbook	7 % of Base
High School Student Council	4.0 % of Base
High School Honor Society	2.0 % of Base
Co-op Training High School	8.7 % of Base
Band Director	6.4 % of Base
Choir Director	5.3 % of Base
Asst. High School G.A.A.	4.0 % of Base
8th Grade Pep Club	2.8 % of Base
Soph. Class Advisor	2.5 % of Base

SUPPLEMENTAL SALARIES

025-NOV

COACHES

SCHEDULE A

Position	(1)	Schedule 1969-72 Range % of Base (2)	(3)	(4)
Head Football	13%	14%	15%	16%
Asst Football	8%	9%	10%	11%
Football	8%	9%	10%	11%
Asst JV Football	6.5%	7.5%	8.5%	-
Freshman Football	7%	8%	9%	-
Asst Freshman Football	5%	6%	7%	-
Head Basketball	13%	14%	15%	16%
Basketball	8%	9%	10%	11%
Freshman Basketball	7%	8%	9%	-
Head Track	9%	10%	11%	12%
Asst Track	6.5%	7.5%	8.5%	-
Head Baseball	10%	11%	12%	13%
Baseball	6.5%	7.5%	8.5%	-
Softball	7%	8%	9%	-
Baseball	7%	8%	9%	-
Swimming	11%	12%	13%	14%
Country	7%	8%	9%	-

Kent Intermediate School District - Date 5/22/71 District 026-WYO

SALARY SCHEDULE	Present Contract	Teacher Demand	Board Offer		Settle-ment
BACHELOR DEGREE	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
1. Minimum	7,425				7,867
2. Maximum w/o Long. or Train.	11,583				12,272
3. Maximum w/ Long., w/o Tr.	11,583				12,272
4. Maximum w/ Long & Train.	11,583				12,272
5. Increments, Req. Schedule	9				9
6. Longevity Increments	None				None
MASTER DEGREE	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
7. Minimum	7,647				8,103
8. Maximum w/o Long. or Train.	12,622				13,373
9. Maximum w/ Long., w/o Tr.	12,622				13,373
10. Maximum w/ Long. & Train.	12,622				13,373
11. Increments Req. Schedule	9				9
12. Longevity Increments	None				None
ADDITIONAL SALARY	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
13. Maximum w/o Long. or Train.	--				--
14. Maximum w/ Long. w/o Tr.	--				--
15. Maximum w/ Long. & Tr.	--				--
RATIOS (BS Min. to)	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
#2	1.5600				1.5599
#3	1.5600				1.5599
#4	1.5600				1.5599
#7	1.0298				1.0299
#8	1.6999				1.6998
#9	1.6999				1.6998
#10	1.6999				1.6998
#13	--				--
#14	--				--
#15	--				--

COMMENTS:

THREE YEAR CONTRACT - SALARY INCREASES BASED ON MARCH C.P.I. PLUS \$100

ARTICLE 31000

SALARY SCHEDULE

026-WYO

1000-100

SCHEDULE A

The following shall be the schedule of basic teacher salaries. All teachers of the Wyoming Public Schools shall be classified for salary schedule purposes as follows:

- a Classification I — Teachers with the B A degrees
- b Classification II — Teachers with the M A degrees
- c Classification III — Teachers with the M A degree and a total of sixty (60) semester hours beyond the B A degree

The step on the salary schedule shall reflect the yearly increment

1971-72

Classification III

Step	Teachers with the Master's degree and a total of 60 semester hours beyond the B A Degree		Classification II Master's Degree		Classification I B A Degree		Step
	% of Base	\$\$	% of Base	\$\$	% of Base	\$\$	
9	184	\$14,474.45	170	\$13,373.14	156	\$12,271.82	9
8	173	13,609.13	160	12,586.48	146	11,485.16	8
7	162	12,743.81	151	11,878.49	138	10,855.84	7
6	152	11,957.16	142	11,170.50	131	10,305.18	6
5	142	11,170.50	133	10,462.51	124	9,754.52	5
4	133	10,462.51	125	9,833.19	118	9,222.53	4
3	125	9,833.19	118	9,282.53	113	8,889.20	3
2	118	9,282.53	112	8,810.54	108	8,495.87	2
1	112	8,810.54	107	8,417.21	103	8,102.55	1
0	107	8,417.21	103	8,102.55	100	7,866.55	0

Step 9 is the maximum base salary for Classifications I II III

1000-102

SCHEDULE C

PART TIME TEACHERS

Classification III

Step	Teachers with the Master's degree and a total of 60 semester hours beyond the B A Degree		Classification II Master's Degree		Classification I B A Degree		Step
	% of Base	\$\$	% of Base	\$\$	% of Base	\$\$	
7	78	\$6,135.91	75	\$5,899.91	71	\$5,585.25	7
6	74.5	5,860.58	71.5	5,624.58	67.5	5,309.92	6
5	71	5,585.25	68	5,349.25	64	5,034.59	5
4	67.5	5,309.92	64.5	5,073.92	60.5	4,759.26	4
3	64	5,034.59	61	4,798.60	57	4,483.93	3
2	61.2	4,811.33	58.2	4,578.33	54.2	4,263.67	2
1	58.4	4,594.07	55.4	4,358.07	51.4	4,043.41	1
0	57	4,483.93	54	4,247.94	50	3,933.28	0

The maximum salary for one-half time teachers regardless of experience shall be that stated for Step 7

Kent Intermediate School District - Date 4/16/71 District 040-BYC
5/20 5/21

SALARY SCHEDULE	Present Contract	Teacher Demand	Board Offer		Settle-ment
BACHELOR DEGREE	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
1. Minimum	7,400	8,200	7,500		
2. Maximum w/o Long. or Train.	11,285	12,505	11,438		
3. Maximum w/ Long., w/o Tr.	11,285	14,145	11,438		
4. Maximum w/ Long & Train.	11,285	14,450	11,438		
5. Increments, Reg. Schedule	(388) 10	(430) 10	(394) 10		
6. Longevity Increments	0	(82) 20	None		
MASTER DEGREE	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
7. Minimum	8,000	8,800	8,100		
8. Maximum w/o Long. or Train.	12,200	13,420	12,353		
9. Maximum w/ Long., w/o Tr.	12,200	15,060	12,353		
10. Maximum w/ Long. & Train.	12,200	15,365	12,353		
11. Increments Reg. Schedule	(420) 10	(462) 10	(425) 10		
12. Longevity Increments	0	(82) 20	None		
ADDITIONAL SALARY	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
13. Maximum w/o Long. or Train.	--	--	--		
14. Maximum w/ Long. w/o Tr.	--	--	--		
15. Maximum w/ Long. & Tr.	--	--	--		
RATIOS (BS Min. to)	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
#2	1.5250	1.5250	1.5250		
#3	1.5250	1.7250	1.5250		
#4	1.5250	1.7621	1.5250		
#7	1.0810	1.0731	1.0800		
#8	1.6486	1.6365	1.6470		
#9	1.6486	1.8365	1.6470		
#10	1.6486	1.8737	1.6470		
#13	--	--	--		
#14	--	--	--		
#15	--	--	--		

COMMENTS:

Kent Intermediate School District - Date 4/16/71 District 040-BYC

5/21

FRINGE BENEFITS INSURANCE	Present Contract	Teacher Demand	Board Offer		Settle-ment
1. Hospitaliza- tion -					
2. Surgical					
3. Super Med Program -443.52	443.52 **	Full Fam- ily-No Limit	443.52 ***		
4. Add. Hosp.- Surg. -62.40					
5. Payroll Protect. 192.00					
6. Long Term Dis- ability -84.00					
7. Life Insurance in Basic Prog.					
8. Add. Life Ins. 10-276.00					
9. Dependent Life Ins. -8.88					
OTHER INSURANCE PROGRAMS OFFERED	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
Dental Insurance					
Life Insurance					
OTHER PROVISIONS AND NOTES TO ABOVE:	**14.60 32.34 36.96 26.50		*** Same as Column #1		

COMMENTS:

Kent Intermediate School District - Date 4/16/71 District 040-BYC

FRINGE BENEFITS LEAVES	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Longevity Provisions					
2. Retirement Provisions Above MPSERF	$\frac{1}{2}$ S.L. Acc. Not to Exc.\$1000				
3. Misc. Provis. That Increase Salary-No Sup.					
4. Sick Leave Days/Year	12				
5. Sick Leave Accumulation	120				
6. Personal/Bus. Days/Year	2				
7. Funeral/Berea. Days/Year	4				
8. Funeral Chg. to Sick Lv.	2				
9. Other Leaves With Pay & Provisions	Jury Court App.Visit. S.S.Exam				
10. Leaves Allowed ~~With~~ Pay Without					
11. Other Leave Provisions & Notes to Above					

COMMENTS:

Kent Intermediate School District - Date 4/16/71 District 040-BYC
5/20

[illegible]

COMMENTS:

20/71

PROPOSALS SUBMITTED BY B.C.E.A. TEAM - 1971 - 72

040-BYC

SCHEDULE A

	<u>Increment</u>	<u>B.A. Degree</u>	<u>Increment</u>	<u>B.A. Degree + 20 hrs.</u>
I Step				
1		8,200.00		8,400.00
2	430.50	8,630.50	441.00	8,841.00
3	430.50	9,061.00	441.00	9,282.00
4	430.50	9,491.50	441.00	9,723.00
5	430.50	9,922.00	441.00	10,164.00
6	430.50	10,352.50	441.00	10,605.00
7	430.50	10,783.00	441.00	11,046.00
8	430.50	11,213.50	441.00	11,487.00
9	430.50	11,644.00	441.00	11,928.00
10	430.50	12,074.50	441.00	12,369.00
11	430.50	12,505.00	441.00	12,810.00

II Step

	<u>Increment</u>	<u>M.A. Degree</u>	<u>Increment</u>	<u>M.A. Degree + 15 hrs.</u>
1		8,800.00		9,000.00
2	462.00	9,262.00	472.50	9,472.50
3	462.00	9,724.00	472.50	9,945.00
4	462.00	10,186.00	472.50	10,417.50
5	462.00	10,648.00	472.50	10,890.00
6	462.00	11,110.00	472.50	11,362.50
7	462.00	11,572.00	472.50	11,835.00
8	462.00	12,034.00	472.50	12,307.50
9	462.00	12,496.00	472.50	12,780.00
10	462.00	12,958.00	472.50	13,252.50
11	462.00	13,420.00	472.50	13,725.00

II Full Family Insurance - (no cost limits) P. 20 Art. XV, Par. A

V Longevity - 1% B.A. Degree Base per year to begin with first year after maximum salary is reached.

Paid Holidays - Labor Day, Thanksgiving, Christmas, New Years Day, Easter and Memorial Day.

I Two weeks paid vacation.

II 184 Calendar Days - (180 student days - 184 member days)
1 - orientation; 2 - work days; - 1 P.T. Conferences

Byron Center Athletic Salary Schedule Proposed (Percentage Rate)

Position	Step 1	Step 2	Step 3	Step 4	Step 5
Head Football	13%	13.5%	14%	14.5%	15%
Head Basketball	13%	13.5%	14%	14.5%	15%
Head Wrestling	13%	13.5%	14%	14.5%	15%
Faculty Manager	13%	13.5%	14%	14.5%	15%
Head Track	8%	8.5%	9%	9.5%	10%
Head Baseball	8%	8.5%	9%	9.5%	10%
Head Cross Country	8%	8.5%	9%	9.5%	10%
Head Golf	8%	8.5%	9%	9.5%	10%
Head Girls Basketball	8%	8.5%	9%	9.5%	10%
Assistant Football (5)	7%	7.5%	8%	8.5%	9%
Assistant Basketball (2)	7%	7.5%	8%	8.5%	9%
Assistant Wrestling (1)	7%	7.5%	8%	8.5%	9%
Assistant Baseball (1)	5%	5.5%	6%	6.5%	7%
Assistant Track (1)	5%	5.5%	6%	6.5%	7%
Assistant Girls Basketball (1)	5%	5.5%	6%	6.5%	7%
Junior High Basketball (2)	4%	4.5%	5%	5.5%	6%
Junior High Wrestling (1)	4%	4.5%	5%	5.5%	6%
Junior High Track (1)	3%	3.5%	4%	4.5%	5%
Girls Volleyball	2.15%	2.3%	2.45%	2.6%	2.75%
G. A. A.	2.15%	2.3%	2.45%	2.6%	2.75%
Softball Girls	2.15%	2.3%	2.45%	2.6%	2.75%

040-BYC

Step	Increment	B.A.	Increment	M.A.	Index
1		7500.00		8100.00	
2	393.75	7893.75	425.25	8525.25	105.25
3	393.75	8287.50	425.25	8950.50	110.5
4	393.75	8681.25	425.25	9375.75	115.75
5	393.75	9075.00	425.25	9801.00	121.0
6	393.75	9468.75	425.25	10226.25	126.25
7	393.75	9862.50	425.25	10651.50	131.5
8	393.75	10256.25	425.25	11076.75	137.75
9	393.75	10650.00	425.25	11502.00	142.00
10	393.75	11043.75	425.25	11927.25	147.25
11	393.75	11437.50	425.25	12352.50	152.5

Byron Center Board of Ed offer to B.C.E.A. 5/4/71

SETTLED

Kent Intermediate School District - Date 4/20/71 District 050-CAL

SALARY SCHEDULE	Present Contract	Teacher Demand	Board Offer		Settle-ment
BACHELOR DEGREE	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
1. Minimum	7,350				7,350
2. Maximum w/o Long. or Train.	11,025				11,393
3. Maximum w/ Long., w/o Tr.	11,025				11,393
4. Maximum w/ Long & Train.	11,025				11,393
5. Increments, Req. Schedule	(368) 10				(368-441) 10
6. Longevity Increments	None				None
MASTER DEGREE	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
7. Minimum	8,000				8,000
8. Maximum w/o Long. or Train.	12,000				12,400
9. Maximum w/ Long., w/o Tr.	12,000				12,400
10. Maximum w/ Long. & Train.	12,000				12,400
11. Increments Req. Schedule	(400) 10				(400-480) 10
12. Longevity Increments	None				None
ADDITIONAL SALARY	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
13. Maximum w/o Long. or Train.	--				--
14. Maximum w/ Long. w/o Tr.	--				--
15. Maximum w/ Long. & Tr.	--				--
RATIOS (BS Min. to)	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
#2	1.5000				1.5500
#3	1.5000				1.5500
#4	1.5000				1.5500
#7	1.0884				1.0884
#8	1.6326				1.6870
#9	1.6326				1.6870
#10	1.6326				1.6870
#13	--				--
#14	--				--
#15	--				--

COMMENTS:

If we do not negotiate, 2nd year of contract provides as stated.
 5/24-We are settled and will not negotiate but stick out with
 two year contract.

Kent Intermediate School District - Date 4/20/71 District 050-CAL

FRINGE BENEFITS INSURANCE	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Hospitaliza- tion -					
2. Surgical					
3. Super Med Program -443.52	Maximum 288.00				Maximum 471.36
4. Add. Hosp.- Surq. -62.40					
5. Payroll Protect. 192.00					
6. Long Term Dis- ability -84.00					
7. Life Insurance in Basic Prog.					
8. Add. Life Ins. 10-276.00					
9. Dependent Life Ins. -8.88					
OTHER INSURANCE PROGRAMS OFFERED	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
Dental Insurance					
Life Insurance					
OTHER PROVISIONS AND NOTES TO ABOVE:					

COMMENTS:

Kent Intermediate School District - Date 4/20/71 District 050-CAL

FRINGE BENEFITS LEAVES	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Longevity Provisions					
2. Retirement Provisions Above MPSERF					
3. Misc. Provis. That Increase Salary-No Sup.					
4. Sick Leave Days/Year	10				Same
5. Sick Leave Accumulation	180				Same
6. Personal/Bus. Days/Year	2				Same
7. Funeral/Berea. Days/Year	5				Same
8. Funeral Chg. to Sick Lv.	0				Same
9. Other Leaves With Pay & Provisions	Jury-Court Select. Ser.-Fam. Illness				Same
10. Leaves Allowed ~~With~~ Pay Without	Field Study Maternity Peace C. Military CEA Days				Same
11. Other Leave Provisions & Notes to Above					

COMMENTS:

T-050-3

Kent Intermediate School District - Date 4/20/71 District 050-CAL

[illegible]

COMMENTS:

**CALEDONIA COMMUNITY SCHOOLS
EXHIBIT A**

Section 1: Salary Schedule 1971-72

<u>Step</u>	<u>BA</u>	<u>\$</u>	<u>HA</u>	<u>\$</u>
Start	\$ 7,350	100	\$ 8,000	100
1st step	7,718	105	8,400	105
2nd step	8,085	110	8,800	110
3rd step	8,453	115	9,200	115
4th step	8,820	120	9,600	120
5th step	9,188	125	10,000	125
6th step	9,529	131	10,480	131
7th step	10,070	137	10,960	137
8th step	10,511	143	11,440	143
9th step	10,952	149	11,920	149
10th step	11,393	155	12,400	155

Non degree - 10th step \$ 7350.00

Kent Intermediate School District - Date 4/15/71 District 070-CES
5/24 6/8

SALARY SCHEDULE	Present Contract	Teacher Demand	Board Offer		Settle-ment
BACHELOR DEGREE	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
1. Minimum	7,500	8,000	7,780		
2. Maximum w/o Long. or Train.	11,400	12,160	11,820		
3. Maximum w/ Long., w/o Tr.	12,150	12,960	12,600		
4. Maximum w/ Long & Train.	12,150	13,478	13,100		
5. Increments, Ave. Req. Schedule	(390) 10	(416)			
6. Longevity Increments Ave.	(375) 2	(400)	400		
MASTER DEGREE	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
7. Minimum	8,100	8,640	8,400		
8. Maximum w/o Long. or Train.	12,310	13,130	12,770		
9. Maximum w/ Long., w/o Tr.	13,120	14,000	13,610		
10. Maximum w/ Long. & Train.	13,120	14,520	14,150		
11. Increments Ave. Req. Schedule	(421) 10	(449)			
12. Longevity Increments Ave.	(405) 2	(430)	400		
ADDITIONAL SALARY	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
13. Maximum w/o Long. or Train.	--				
14. Maximum w/ Long. w/o Tr.	--				
15. Maximum w/ Long. & Tr.	--				
RATIOS (BS Min. to)	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
#2	1.5200	1.52	1.52		
#3	1.6200	1.62	1.62		
#4	1.6200	1.68	1.72		
#7	1.0800	1.08	1.08		
#8	1.6413	1.64	1.64		
#9	1.7493	1.75	1.75		
#10	1.7493	1.815	1.79		
#13	--				
#14	--				
#15	--				

COMMENTS:

Kent Intermediate School District - Date 4/15/71 District 070-CES
5/24

FRINGE BENEFITS INSURANCE	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Hospitaliza- tion -					
2. Surgical					
3. Super Med Program -443.52	443.52*	559.68	503.71 (90%)		
4. Add. Hosp.- Surg. -62.40					
5. Payroll Protect. 192.00					
6. Long Term Dis- ability -84.00					
7. Life Insurance in Basic Prog.					
8. Add. Life Ins. 10-276.00					
9. Dependent Life Ins. -8.88					
OTHER INSURANCE PROGRAMS OFFERED	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
Dental Insurance					
Life Insurance					
OTHER PROVISIONS AND NOTES TO ABOVE:					

COMMENTS: *Full coverage for teacher who qualifies as "Head of Household"
Other teachers may take up to \$14.60 in insurance fringes

5/24,6/8,

Kent Intermediate School District - Date 4/15/71 District 070-CES
5/24

FRINGE BENEFITS LEAVES	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Longevity Provisions	15-20 Years				
2. Retirement Provisions Above MPSERF					
3. Misc. Provis. That Increase Salary-No Sup.					
4. Sick Leave Days/Year	12	Same			
5. Sick Leave Accumulation	Unlimited	Same			
6. Personal/Bus. Days/Year	None	Same			
7. Funeral/Berea. Days/Year					
8. Funeral Chg. to Sick Lv.	No	Same			
9. Other Leaves With Pay & Provisions					
10. Leaves Allowed ~~With~~ Pay Without					
11. Other Leave Provisions & Notes to Above					

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COMMENTS: Present contract provides for a "sick bank." On or before Sept. 15, of each school year, each teacher may contribute not more than 2 days of the foregoing sick leave allowance to a common bank to be administered by a committee composed of 3 assoc. members, 1 board member and the Supt. of Schools. As of the aforementioned date, the accumulation in the bank, excluding the current contribution of days, shall not exceed 300 days. Teachers who have exhausted their accumulated personal sick leave allowance may make reasonable withdrawals for unusual & serious illness or accident, as determined by the above mentioned committee, from the common bank. Withdrawal of days from the bank, by a given teacher, shall be limited to the school year in which the accident or illness occurred. T-070-3 135

Kent Intermediate School District - Date 4/15/71 District 070-CES

OTHER PROVISIONS	Present Contract	Teacher Demands	Board Offer	.	Settle-ment
Teaching Hours	7:45 3:35	7:55 3:21			
Lunch	Duty Free 40 mins.	Same			
Additional Duties	\$4/Hour	Same			
Pupil/Teacher	Advisory Only	Same			
Retirement	65 Compul- sory 9/1	Same			
Tax Sheltered Annuities	Payroll Deduction	Same			
G.R.T.C.U.	Payroll Deduction	Same			
Agency Shop	No	Same			
No Strike Clause	Yes	Same			
Length of Contract	7/1 to 6/30	Same			
Individual Contracts	Yes	Same			

COMMENTS:

Kent Intermediate School District - Date 5/24/71 District 090-EGR

SALARY SCHEDULE	Present Contract	Teacher Demand	Board Offer		Settle-ment
BACHELOR DEGREE	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
1. Minimum	7,700	8,400	7,900		
2. Maximum w/o Long. or Train.	12,012	13,104	12,324		
3. Maximum w/ Long., w/o Tr.	13,398	14,616	13,746		
4. Maximum w/ Long & Train.	13,398	14,616	13,746		
5. Increments, Req. Schedule	10	10	10		
6. Longevity Increments	20	20	20		
MASTER DEGREE	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
7. Minimum	8,470	9,240	8,690		
8. Maximum w/o Long. or Train.	13,013	14,196	13,351		
9. Maximum w/ Long., w/o Tr.	14,399	15,708	14,773		
10. Maximum w/ Long. & Train.	15,477	16,884	15,879		
11. Increments Req. Schedule	10	10	10		
12. Longevity Increments	20	20	20		
ADDITIONAL SALARY	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
13. Maximum w/o Long. or Train.	--	--	--		
14. Maximum w/ Long. w/o Tr.	--	--	--		
15. Maximum w/ Long. & Tr.	--	--	--		
RATIOS (BS Min. to)	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
#2	1.5600	1.5600	1.5600		
#3	1.7400	1.7400	1.7400		
#4	1.7400	1.7400	1.7400		
#7	1.1000	1.1000	1.1000		
#8	1.6900	1.6900	1.6900		
#9	1.8700	1.8700	1.8700		
#10	2.0100	2.0100	2.0100		
#13	--	--	--		
#14	--	--	--		
#15	--	--	--		

COMMENTS:

Kent Intermediate School District - Date 5/24/71 District 090-EGR

FRINGE BENEFITS INSURANCE	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Hospitaliza- tion -	38/Mo	Full Family	42.50/Mo.		
2. Surgical					
3. Super Med Program -443.52					
4. Add. Hosp.- Surg. -62.40					
5. Payroll Protect. 192.00					
6. Long Term Dis- ability -84.00		Yes	No		
7. Life Insurance in Basic Prog.	10,000	15,000	10,000		
8. Add. Life Ins. 10-276.00		Yes			
9. Dependent Life Ins. -8.88		Yes	No		
OTHER INSURANCE PROGRAMS OFFERED	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
Dental Insurance		Yes	No		
Life Insurance					
OTHER PROVISIONS AND NOTES TO ABOVE:					

COMMENTS:

5/24,

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T-090-2

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Kent Intermediate School District - Date 5/24/71 District 090-EGR

FRINGE BENEFITS LEAVES	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Longevity Provisions	Same	Same	Same		
2. Retirement Provisions Above MPSEF		Yes	No		
3. Misc. Provis. That Increase Salary-No Sup.					
4. Sick Leave Days/Year	10	12	10		
5. Sick Leave Accumulation	175	185	185		
6. Personal/Bus. Days/Year	1	2	1		
7. Funeral/Berea. Days/Year	Same	Same	Same		
8. Funeral Chg. to Sick Lv.	Same	Same	Same		
9. Other Leaves With Pay & Provisions	Same	Same	Same		
10. Leaves Allowed ~~With~~ Pay Without	Same	Same	Same		
11. Other Leave Provisions & Notes to Above	Same	Same	Same		

COMMENTS:

East Grand Rapids Teacher Association, 4/12/711. Article V, Section D, (Change)

The parties agree that all aspects of the School Calendar are negotiable, included, but not limited to, length of the school year, and further agree that for the term of this Agreement, the School Calendar shall be as set forth in Appendix A. There shall be no deviation from or change in the School Calendar except by mutual agreement of the Board of Education and the Association. **The change is sought to take advantage of teachers feelings in regard to vacation periods and other aspects of the school calendar.

2. Article VI, The School Day

A. (Change) The basic school day for all certified teaching personnel shall be from 8:00 o'clock in the morning until 3:40 o'clock in the afternoon or its (the basic school day) equivalency. **Change proposed for better utilization of the school day.

3. Article VII, Pupil-Teacher Ratios and Class Schedules

A. (Change) Because the pupil-teacher ratio is an important aspect of an effective educational program, the parties agree that class size should be lowered whenever possible, but in no event shall it exceed the ratio twenty-five (25) to one (1). Teachers who are assigned classes which exceed this maximum shall receive additional compensation at the rate of four hundred dollars (\$400) per pupil annually for each pupil in excess of the above twenty-five (25) to one (1) ratio. **To balance inequitable teaching and learning situations.

ADD BEFORE LAST PARAGRAPH: Elementary teachers will be provided two (2) fifteen (15) minute relief periods each day. In addition, elementary teachers may use for preparation all time during which their classes are receiving instruction from various specialists. **Allowing adequate preparation time for elementary teachers as well as relief in morning and afternoon.

4. Article VIII, Teacher Evaluation

Paragraph C.D. and E - Delete last sentence in reference to arbitration.

ADD THROUGH LEVEL 5 OF PROFESSIONAL GRIEVANCE PROCEDURE

**Fairness dictates that every teacher should have the right to arbitration on such matters.

5. Article IX, Teaching Assignments and Transfers

Change in Paragraph E - Change twenty-five cents (\$.25) per trip to fifty cents (\$.50) per trip. **Wear and tear on vehicles in stop and go driving.

6. Article XII, Physical Examination
(Change) Paragraph D - Change twenty dollars (\$20) to fifty dollars (\$50). **Doctor costs have doubled in this area in the last five (5) years.
7. Article XIV, Leave
A. Change Paragraph 1 - Ten (10) days of annual sick leave increased to fifteen (15).
Delete Paragraph Two and rewrite as follows:
At the beginning of the School Year, each teacher shall be credited with the number of days of sick leave not used during the prior School Year, plus the fifteen (15) to accumulate to a maximum number of one hundred eighty five (185).
B. Change - Change one day to two days. Delete Appendix I.
**Inclusion of these changes is to assure continuation of what is current practice.
8. Article XIX, Salary Schedule
(Change) - Step one (1), B.A. Degree to \$8,600.00.
9. Article XXII, Medical Care Insurance
(Change) - The Board will pay the cost of full family medical care insurance.
10. Article XXIII, Life Insurance
Amount of protection increased to \$20,000.00.
11. Article _____, Dental Care Insurance
The Board shall provide a Dental Care Program for all employees of the bargaining unit and their eligible dependents including an orthodontic rider.
12. Article _____, Survivors Income Benefits
The Board shall provide Survivors Income Benefits for each eligible employee.
13. Article _____, Long Term Disability
The Board shall provide long term disability insurance that will include benefits upon the thirtieth (30th) calendar day of disability at sixty percent (60%) of annual contractual salary with a monthly payment limit of seventy-five per cent (75%) (no direct offsets). Benefits shall be payable to age sixty-five (65) or until termination of disability, whichever occurs first.
14. Article _____, Terminal Leave
In recognition of service to the school district, a terminal leave payment of two-hundred dollars (\$200) for each year of service in the district shall be paid to that teacher upon retirement provided the teacher shall have been employed in the school district for at least ten (10) years.

15. Article , In-Service Education

A. In recognition of the rapidly expanding fields of knowledge in Social and Scientific fields, the parties agree to establish an In-Service Education Committee composed of three (3) persons appointed by the Association and three (3) persons appointed by the Board .

B. The Committee shall organize itself and assume responsibility for planning and continuing of the In-Service Education of all professional teaching personnel. **Improve educational standards in human relations as well as instructional value.

16. Article , Professional Dues or Fees and Payroll Deduction

A. Any teacher who is a member of the Association, or who has applied for membership, may sign and deliver to the Board an assignment authorizing Deduction of membership dues in the Association, including NEA and the MEA. Such authorization shall continue in effect from year to year unless revoked in writing between June 1 and September 1 of any year. Pursuant to such authorization, the Board shall deduct one-tenth of such dues from the second regular salary check of the teacher each month for ten (10) months, beginning in September and ending in June of each year. Deductions for teachers employed after the commencement of the school year shall be appropriately prorated to complete payments by the following June.

B. Any teacher who is not a member of the Association in good standing or who does not make application for membership within thirty (30) days from the date of commencement of teaching duties, shall as a condition of employment pay as a fee to the Association an amount equal to membership dues payable to the Association, the NEA and the MEA, provided, however, that the teacher may authorize payroll deduction for such fee in the same manner provided in Paragraph A of this article. In the event that a teacher shall not pay such fee directly to the Association or authorize payment through payroll deductions, as provided in Paragraph A, the Board shall immediately cause the termination of employment of such teacher. The parties expressly recognize that the failure of any teacher to comply with the provisions of this Article is just and reasonable cause for discharge from employment.

C. With respect to all sums deducted by the Board pursuant to authorization of the employee, whether for membership dues or equivalent fee, the Board agrees promptly to remit to the Association that portion allocated to the Association and to remit the balance for both the NEA and the MEA, to the Michigan Education Association, 1216 Kendale Boulevard, Box 673, East Lansing, Michigan 48823, accompanied by an alphabetical list of teachers for whom such deductions

have been made, categorizing them as to membership or nonmembership in the Association, and indicating any change in personnel from the list previously furnished. The Association agrees promptly to advise the Board of all members of the Association in good standing from time to time and to furnish any other information needed by the Board to fulfill the provisions of this Article, and not otherwise available to the Board.

D. Upon appropriate written authorization from the teacher, the Board shall deduct from the salary of any teacher and make appropriate remittance for annuities, credit unions, savings bonds, charitable donations, or any other plans or programs jointly approved by the Association and the Board.

APPENDIX A - REGULAR SCHOOL CALENDAR, 1971-72

New Teachers Report for Duty	August 27
All Teachers Report for Duty	August 30
Classes Commence	September 1
Labor Day (No School)	September 6
Thanksgiving Vacation	November 25 & 26
Christmas Vacation	December 17
School Reopens	January 3
First Semester Ends for Pupils	January 21
Second Semester Begins for Pupils	January 24
Spring Vacation Begins	March 31
(One Half Day Good Friday)	
School Reopens	April 10
Memorial Day Weekend	May 29
School Year Ends	June 9

EAST GRAND RAPIDS PUBLIC SCHOOLS
Kent County, Michigan

090-EGR

PROPOSED AMENDMENTS TO MASTER AGREEMENT

ARTICLE V - CALENDAR OUTLINE

In keeping with the school code, sec. 340.116 (b), the Board reserves the right to set the school calendar.

ARTICLE VI - THE SCHOOL DAY

- C. (Page 5) 2. Add after "April" the following: "after regular school dismissal time for students."
3. Add after "Wednesdays" the following: "after regular school dismissal time for students."
- D. (Page 6) Change "two (2)" to read "four (4)".

ARTICLE VII - PUPIL-TEACHER RATIOS AND CLASS SCHEDULES

- (Page 6) Opening paragraph. Delete first sentence through "East Grand Rapids School System". Begin sentence with "The Board," etc.

ARTICLE VIII - TEACHER EVALUATION

- D. (Page 7) Omit last sentence only if Section E, which follows, is accepted.
- E. (Page 7) Revise to read: "No teacher shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. Any such discipline, reprimand, or reduction in rank, compensation or advantage, including adverse evaluation of teacher performance or violation of professional ethics asserted by the Board or any agent or representative thereof shall be subject to the Professional Grievance Procedure hereinafter set forth provided, however, that the dismissal or denial of tenure to a probationary teacher, the discharge or demotion of a tenure teacher, the failure or refusal to assign or reassign an extra duty to a teacher for extra pay, and any adverse teacher evaluation may be processed through Level Four of the Professional Grievance Procedure but shall not be arbitrable."

ARTICLE XII - PHYSICAL EXAMINATION

090-EGR

- B. (Page 10) Delete present paragraph. Substitute the following: "If the question of mental or physical fitness is a determining factor in the reemployment of a teacher, the Board may require an examination."
- D. (Page 10) Delete "each" and substitute "the".
Delete "and triennial".

ARTICLE XIV - LEAVE

- A. (Page 11) Insert at end of first paragraph after "each school year." the following: "For teachers who begin their duties after the start of school, the foregoing leave provisions will be provided on a pro rata basis; i. e., a full-time teacher beginning in November would be granted eight days of sick leave for that year."

- B. (Page 13) 1. Add at end of sentence after "family", "(spouse, children, parents, and parents-in-law.)"
2. Add the following sentence: "Immediate family is construed to mean a member of the family living within the same household."

- C. Page 13) Absence for Personal Business

Replace this section with the following: "Each teacher will be allowed one (1) day of absence during each school year without loss of salary to transact personal business which cannot be conducted outside the regular school day. An applicant for a personal business leave day is required to state the reason for such leave. Such requests shall be made at least five (5) days in advance except in case of emergency. Such day of absence shall not be deducted from the teacher's sick leave days. The personal business day may not be used immediately before or following a vacation except by express approval of the Superintendent.

"The personal business day is intended to be used for transacting personal business that could not be done on a weekend, or outside the normal school day. Examples: Legal affairs and/or business transactions dealing with people or places that do not usually carry on business on weekends or after the normal school day. Also included are personal obligations such as appearance in court as a witness, death and funerals of very close associates that are not normally covered by the sick leave policy.

"One (1) additional personal business day may be granted within the discretion of the Superintendent."

- E. (Page 14) Maternity Leave

Eliminate this section.

ARTICLE XIV - LEAVE (continued)

090-EGR

- J. (Page 15) Substitute the following: "The officers or representatives of the Association will be granted no more than five (5) days annually with full deduction in salary for official business purposes. The Association agrees to notify the Board at least five (5) days in advance of the date for intended use of such leave."

ARTICLE XIX - SALARY SCHEDULE

Salary for B. A. degree, step 1, shall be \$7,790.

- A. (Page 1 of REVISIONS) - 5. Longevity Schedule

Revise to read: "A teacher whose placement on the salary schedule is beyond the 11th step shall have 1% of the B. A. minimum salary added for each year beyond the 11th step up to a maximum of 18 longevity steps, except that the following provisions shall apply to the B. A. category only: "

Repeat "a", "b", and "c".

- B. (Page 22) Change last sentence to read: "Authorized deductions will be taken from all payments with the exception of the third (3rd) pay period in any month. "

ARTICLE XXI - SUBSIDY FOR GRADUATE STUDY

1st paragraph

(Page 22) After "reimbursing the teacher for", insert "fifty percent of".

Add: "Teachers shall be responsible for reporting grants and stipends. "

ARTICLE XXVI - DURATION OF AGREEMENT

1st paragraph

(Page 25) Delete present paragraph and substitute: "This Agreement shall become effective July 1, 1971 and remain in effect until June 30, 1974, provided that Articles XIX, XX, and XXII only shall be renegotiated for 1972-73 and 1973-74. Upon written notice given on or before January 15, 1974, the parties agree to negotiate over a successor Agreement. "

EAST GRAND RAPIDS PUBLIC SCHOOLS
Kent County, Michigan

PROPOSED SCHOOL CALENDAR - 1971-72

August 30 & 31		New teachers report for orientation
September 1 & 2		Pre-school conference for all teachers
September 7	8:30 a.m.	Pupils report for classes
November 25 & 26		Thanksgiving vacation
December 22	3:30 p.m.	Christmas vacation begins
January 3		School reopens
January 26	3:30 p.m.	End of first semester for pupils
January 31		Beginning of second semester
March 24	3:30 p.m.	Beginning of spring vacation
April 3		School reopens
May 29		Memorial Day weekend (no school)
June 7	3:30 p.m.	End of second semester for pupils
June 8		Commencement
June 9		School year ends

ARTICLE XXII - MEDICAL CARE INSURANCE

090-EGR

The Board will pay the cost of full family medical care insurance, not to exceed the monthly premium of the current Blue Cross-Blue Shield Group Plan (MVF-1/Master Medical), in behalf of each full-time teacher who is a subscriber under either the Blue Cross-Blue Shield or the Michigan Education Association Medical Care Insurance Plans. Such contributions shall begin, in the case of new teachers, at the beginning of the insurance month immediately following the time they begin their teaching duties. (Exception: employees starting after the enrollment period in September will have a waiting period of from 30 to 60 days before the insurance becomes effective, in accordance with the Board of Education group contracts). Coverage will terminate on the effective date of resignation or on June 30 of the school year that the teacher leaves employment, whichever comes first. No changes and/or additions can be made after October 1 with the exception of family additions and/or deletions. The following restrictions to the Board's obligation for medical care insurance are defined as:

1. An employee shall not cover his dependents if he is not responsible for more than half the cost of maintaining the household as defined in the internal revenue code. (Ref. par. 426.03, Reg. 1.1-2 (c) 1970, Commerce Clearing House, Inc.)
2. A single person qualifies for individual membership under group provisions.
3. Contribution shall not apply to loss of time benefits or any other optional benefits, such as life insurance, dependent life insurance, long term disability, or dental care.
4. Those teachers leaving employment in the East Grand Rapids School System will be allowed to remain in the East Grand Rapids School Group

7/2/71

T-090-14

Medical Care Insurance Plan entirely at their own expense until 090-EGR
the beginning of the next school year. This provision will not
apply beyond a period of 3 months.

NOTE: Both carriers have non-duplication clauses in their contracts.

JAB/ns
6/17/71

ARTICLE VIII

F. If during the term of this Agreement the Michigan Teacher Tenure Act is repealed, the discharge of a classroom teacher from the East Grand Rapids Schools which occurs after such teacher has satisfactorily completed a probationary period of three (3) full school years shall be subject to the grievance procedure, including arbitration.

Kent Intermediate School District - Date 4/16/71 District 130-GRV
5/24

SALARY SCHEDULE	Present Contract	Teacher Demand	Board Offer		Settle-ment
BACHELOR DEGREE	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
1. Minimum	7,500	8,108			
2. Maximum w/o Long. or Train.	11,350	12,269			
3. Maximum w/ Long., w/o Tr.	11,850	14,108			
4. Maximum w/ Long & Train.	12,150	14,108			
5. Increments, Req. Schedule	10	10			
6. Longevity Increments	2	12-882,17-3495-22-14108			
MASTER DEGREE	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
7. Minimum	8,200	8,864			
8. Maximum w/o Long. or Train.	12,800	13,837			
9. Maximum w/ Long., w/o Tr.	13,570	15,911			
10. Maximum w/ Long. & Train.	14,200	15,911			
11. Increments Req. Schedule	11	11			
12. Longevity Increments	2	13-14528,18-5520,23-15911			
ADDITIONAL SALARY	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
13. Maximum w/o Long. or Train.	--	MA+10 MA+20			
14. Maximum w/ Long. w/o Tr.	--	MA+30			
15. Maximum w/ Long. & Tr.	--				
RATIOS (BS Min. to)	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
#2	1.5133	1.513			
#3	1.5800	1.740			
#4	1.6200	1.740			
#7	1.0933	1.093			
#8	1.7066	1.706			
#9	1.8093	1.962			
#10	1.8933	1.962			
#13	--	--			
#14	--	--			
#15	--	--			

COMMENTS:

Kent Intermediate School District - Date 4/16/71 District 130-GRV
5/24

FRINGE BENEFITS INSURANCE	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Hospitaliza- tion -	447.36*	Full Coverage			
2. Surgical	447.36*	MESSA Super			
3. Super Med Program -443.52	447.36*	Med			
4. Add. Hosp.- Surg. -62.40	None				
5. Payroll Protect. 192.00	None				
6. Long Term Dis- ability -84.00	None				
7. Life Insurance in Basic Proq.	None				
8. Add. Life Ins. 10-276.00	None				
9. Dependent Life Ins. -8.88	None	\$1000-Wife \$500-Depend.			
OTHER INSURANCE PROGRAMS OFFERED	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
Dental Insurance	None				
Life Insurance	Term 5,000	25,000			
OTHER PROVISIONS AND NOTES TO ABOVE:	*37.28				

COMMENTS:

Kent Intermediate School District - Date 4/16/71 District 130-GRV

FRINGE BENEFITS LEAVES	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Longevity Provisions	BA-16 & 21- 250 MA-17 & 22- 358	13-16-613 MA-691- 17-21-1226 MA-1383-22-			
2. Retirement Provisions Above MPSERF	None	1839-MA- 2074 2% X Yrs.			
3. Misc. Provis. That Increase Salary-No Sup.	None	Unused Sick Lv. @10/Day			
4. Sick Leave Days/Year	10	15			
5. Sick Leave Accumulation	120	Unlimited			
6. Personal/Bus. Days/Year	75 Day Bank	2 Per Year			
7. Funeral/Berea. Days/Year	As Needed	Same			
8. Funeral Chg. to Sick Lv.	Yes	Same			
9. Other Leaves With Pay & Provisions	Sabbatical $\frac{1}{2}$ of Base Salary	Same			
10. Leaves Allowed ~~With~~ Pay Without	Maternity Sick Military Peace Corp. Pub.Office	Same but liberalize			
11. Other Leave Provisions & Notes to Above		Sick Lv. Bank of 573 Days			

COMMENTS:

Kent Intermediate School District - Date 5/24/71 District 130-GRV

[illegible]

COMMENTS:

SCHEDULE A

KELLOGGSVILLE PUBLIC SCHOOLS Salary Schedule 1971-72

140-KEL

		Amount of Increase	Percent	Increase
BASE	\$7,945.00			
STEP 1	8,262.80	317.80	104	4.0
STEP 2	8,580.60	317.80	108	4.0
STEP 3	8,898.40	317.80	112	4.0
STEP 4	9,295.65	397.25	117	5.0
STEP 5	9,692.90	397.25	122	5.0
STEP 6	10,169.60	476.70	128	6.0
STEP 7	10,646.30	476.70	134	6.0
STEP 8	11,202.45	556.15	141	7.0
STEP 9	11,758.60	556.15	148	7.0
STEP 10	12,394.20	635.60	156	8.0

LONGEVITY SCHEDULE

STEP 15	12,632.55 (B.A.)	238.35	159	3.0
	12,791.45 (M.A.)	397.25	161	5.0
STEP 20	12,870.90 (B.A.)	238.35	162	3.0
	13,188.70 (M.A.)	397.25	166	5.0

1. All percentages for 1970-71 are applied to \$7,500.00 which is the base for degree teachers without experience. For the 1971-72 school year all percentages are applied to the base as shall be determined in number 2 below.

2. The present 1970-71 index shall remain the same. The base shall be determined by adding the cost of living (percent times the 1970-71 base) to the 1970-71 base salary plus \$100.00. *

a. The cost of living index to be used shall be from the Department of Labor, Bureau of Labor Statistics.

b. The period of time for reading the cost of living index shall be the period from March 1970-March 1971.

* The base for the 1971-72 school year shall be \$7,945.00.

23A.

SCHEDULE A - continued.

3. Teachers with Masters Degrees will receive, in addition to the above, 10% of the A.B. base.
4. The base salary for a non-degree teacher with no experience shall be \$7,645.00 and the maximum shall be \$8,995.00. For the 1971-72 school year non-degree teachers will receive \$445.00 for the increase in base, plus \$150.00 as annual increment, but not to exceed \$8,995.00. When non-degree teachers receive their degrees they will be placed on the nearest step.
5. In order to receive the 3% longevity step, the teacher shall earn a minimum of 2 semester hours per year to receive the 3% the following year.
6. In order for the masters degree teacher to progress from step 15 to step 20 and beyond, he shall earn 5 semester hours in each ensuing 5 year period.

SCHEDULE A
EXTRA DUTY SCHEDULE - 1971-72

140-KEL

All percentages apply to current year base salary

ELEMENTARY

Combination Grade - 10%	\$794.50 per year
Playground Supervision - 7%	556.15 per year
Recess Supervision - 3%	238.35 per year
Safety Squad (S.W.) - 5%	397.25 per year
Safety Squad (All Others) - 6%	476.70 per year

HIGH SCHOOL

Athletic Director	953.40 12.0%	1,032.85 13.0%	1,112.30 14.0%	1,191.75 15.0%	1,271.20 16.0%
Baseball, Varsity	635.60 8.0%	675.33 8.5%	715.05 9.0%	754.78 9.5%	794.50 10.0%
Baseball, Reserve	476.70 6.0%	516.43 6.5%	556.15 7.0%	595.88 7.5%	635.60 8.0%
Basketball, Varsity	873.95 11.0%	953.40 12.0%	1,032.85 13.0%	1,112.30 14.0%	1,191.75 15.0%
Basketball, Reserve	556.15 7.0%	595.88 7.5%	635.60 8.0%	675.33 8.5%	715.05 9.0%
Basketball, Freshman	556.15 7.0%	595.88 7.5%	635.60 8.0%	675.33 8.5%	715.05 9.0%
Basketball, Jr. High	317.80 4.0%	357.53 4.5%	397.25 5.0%	436.98 5.5%	476.70 6.0%
Cross Country	476.70 6.0%	516.43 6.5%	556.15 7.0%	595.88 7.5%	635.60 8.0%
Football, Varsity	873.95 11.0%	953.40 12.0%	1,032.85 13.0%	1,112.30 14.0%	1,191.75 15.0%
Football, Asst. Var.	556.15 7.0%	595.88 7.5%	635.60 8.0%	675.33 8.5%	715.05 9.0%
Football, Reserve	556.15 7.0%	595.88 7.5%	635.60 8.0%	675.33 8.5%	715.05 9.0%
Football, Gen. Asst.	556.15 7.0%	595.88 7.5%	635.60 8.0%	675.33 8.5%	715.05 9.0%

Football, Freshman	556.15 7.0%	595.88 7.5%	635.60 8.0%	675.33 8.5%	715.05 9.0%
Golf	357.53 4.5%	397.25 5.0%	436.98 5.5%	476.70 6.0%	
Tennis	357.53 4.5%	397.25 5.0%	436.98 5.5%	476.70 6.0%	
Track, Head	635.60 8.0%	675.33 8.5%	715.05 9.0%	751.78 9.5%	794.50 10.0%
Track - Asst.	476.70 6.0%	516.43 6.5%	556.15 7.0%	595.88 7.5%	635.60 8.0%
Track, Jr. High	238.35 3.0%	278.08 3.5%	317.80 4.0%		
Wrestling	794.50 10.0%	873.95 11.0%	953.40 12.0%	1,032.85 13.0%	1,112.30 14.0%
Band Director	397.25 5.0%	476.70 6.0%	556.15 7.0%	635.60 8.0%	715.05 9.0%
Debate Coach	397.25 5.0%	436.98 5.5%	476.70 6.0%	516.43 6.5%	556.15 7.0%
Noon Supervision	556.15 7.0%				
Play Director	238.35 3.0%	278.08 3.5%	317.80 4.0%	357.53 4.5%	397.25 5.0%
Junior Class	39.73 .5% (5/10 of 1%)				
Senior Class	238.35 3.0%				
Tech. Director	238.35 3.0%	278.08 3.5%	*Upon recommendation of Play Director for extra work		
Teaching 6th Class	794.50 10.0%				
Cheerleading	397.25 5.0%	436.98 5.5%	476.70 6.0%		
Yearbook Sponsor	476.00 6.0%	556.15 7.0%	635.60 8.0%		
Hall Duty	278.08 3.5%				
Senior Student Council	238.35 3.0%	(When assigned to teaching faculty)			

G.A.A.	\$4.18 per hour *	140-KEL
Intramural	4.18 per hour *	
Tunnel Duty	4.18 per hour *	
Drivers' Training	\$35.58 per student and/or \$5.23 per hour on range *	
Teaching as substitute	\$6.28 per period *	

*These figures have had the cost of living index applied to them
the second year of the Agreement.

Kent Intermediate School District - Date 4/15/71 District 150-KEC

SALARY SCHEDULE	Present Contract	Teacher Demand	Board Offer		Settle-ment
BACHELOR DEGREE	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
1. Minimum	7,450				
2. Maximum w/o Long. or Train.	11,175				
3. Maximum w/ Long., w/o Tr.	12,404				
4. Maximum w/ Long & Train.	12,628				
5. Increments, Req. Schedule	10				
6. Longevity Increments	3				
MASTER DEGREE	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
7. Minimum	8,046				
8. Maximum w/o Long. or Train.	12,181				
9. Maximum w/ Long., w/o Tr.	13,410				
10. Maximum w/ Long. & Train.	14,528				
11. Increments Req. Schedule	11				
12. Longevity Increments	3				
ADDITIONAL SALARY	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
13. Maximum w/o Long. or Train.	--				
14. Maximum w/ Long. w/o Tr.	--				
15. Maximum w/ Long. & Tr.	--				
RATIOS (BS Min. to)	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
#2	1.5000				
#3	1.6649				
#4	1.6950				
#7	1.0800				
#8	1.6350				
#9	1.8000				
#10	1.9500				
#13	--				
#14	--				
#15	--				

COMMENTS:

Kent Intermediate School District - Date 4/15/71 District 150-KEC

FRINGE BENEFITS INSURANCE	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Hospitaliza- tion -	240.00*				
2. Surgical					
3. Super Med Program -443.52					
4. Add. Hosp.- Surq. -62.40					
5. Payroll Protect. 192.00					
6. Long Term Dis- ability -84.00					
7. Life Insurance in Basic Prog.					
8. Add. Life Ins. 10-276.00					
9. Dependent Life Ins. -8.88					
OTHER INSURANCE PROGRAMS OFFERED	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
Dental Insurance					
Life Insurance					
OTHER PROVISIONS AND NOTES TO ABOVE:	*\$20/Mo.				

COMMENTS:

Kent Intermediate School District - Date 4/15/71 District 150-KEC

FRINGE BENEFITS LEAVES	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Longevity Provisions	16-21-26 Yrs.				
2. Retirement Provisions Above MPSERF					
3. Misc. Provis. That Increase Salary-No Sup.					
4. Sick Leave Days/Year	10				
5. Sick Leave Accumulation	120				
6. Personal/Bus. Days/Year	2				
7. Funeral/Berea. Days/Year	5				
8. Funeral Chg. to Sick Lv.	Not Spec- ified				
9. Other Leaves With Pay & Provisions					
10. Leaves Allowed ~~With~~ Pay Without					
11. Other Leave Provisions & Notes to Above					

COMMENTS:

Kent Intermediate School District - Date 5/3/71 District 160-KEW

SALARY SCHEDULE	Present Contract	Teacher Demand	Board Offer		Settle-ment
BACHELOR DEGREE	XXXXXX	XXXXXX	XXXXXX	XXXXXX	XXXXXX
1. Minimum	7,485	9,000	7,560		
2. Maximum w/o Long. or Train.	11,583	16,290	11,658		
3. Maximum w/ Long., w/o Tr.	11,583		11,658		
4. Maximum w/ Long & Train.	11,708		11,658		
5. Increments, Req. Schedule	12	10	12		
6. Longevity Increments	0	Ea. yr. beyond 10 @ 2%/yr.	0		
MASTER DEGREE	XXXXXX	XXXXXX	XXXXXX	XXXXXX	XXXXXX
7. Minimum	8,238	9,900	8,313		
8. Maximum w/o Long. or Train.	12,800	18,000	12,875		
9. Maximum w/ Long., w/o Tr.	13,600	(10th Step) MA + 45	13,675		
10. Maximum w/ Long. & Train.	14,100	(19,080)	14,175		
11. Increments Req. Schedule	12	10	12		
12. Longevity Increments	2 15-19yrs.	Ea. yr. beyond 10 @ 2%	2 15-19yrs.		
ADDITIONAL SALARY	XXXXXX	XXXXXX	XXXXXX	XXXXXX	XXXXXX
13. Maximum w/o Long. or Train.		19,080			
14. Maximum w/ Long. w/o Tr.					
15. Maximum w/ Long. & Tr.					
RATIOS (BS Min. to)	XXXXXX	XXXXXX	XXXXXX	XXXXXX	XXXXXX
#2	1.5474	1.8100	1.5420		
#3	1.5474		1.5420		
#4	1.5641		1.5420		
#7	1.1006	1.1000	1.0996		
#8	1.7100	2.00	1.7030		
#9	1.8169		1.8088		
#10 MA + 45	1.8837	2.12	1.8750		
#13					
#14					
#15					

COMMENTS:

SEE SECOND SET OF SHEETS FOR LATER DEVELOPMENTS,
Pages T-160-5, T-160-6, T-160-7 and T-160-8

5/3, 7/30

T-160--1

Kent Intermediate School District - Date 5/3/71 District 160-KEW

FRINGE BENEFITS INSURANCE	Present Contract	Teacher Demand	Board Offer		Settle-ment
1. Hospitaliza- tion -					
2. Surgical					
3. Super Med Program -443.52	28.00	Full Coverage			
4. Add. Hosp.- Surq. -62.40	-0-				
5. Payroll Protect. 192.00	-0-				
6. Long Term Dis- ability -84.00	-0-				
7. Life Insurance in Basic Prog.	Yes	Yes			
8. Add. Life Ins. 10-276.00	6,000	15,000			
9. Dependent Life Ins. -8.88	-0-	1000/500			
OTHER INSURANCE PROGRAMS OFFERED	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
Dental Insurance	Plan A Full Family	Full Family Plan A w/o r.			
Life Insurance	In lieu of basic hosp.				
	Prog.				
OTHER PROVISIONS AND NOTES TO ABOVE:					

COMMENTS:

Kent Intermediate School District - Date 5/3/71 District 160-KEW

FRINGE BENEFITS LEAVES	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Longevity Provisions	MA+MA+30 15-195 tep \$100/year	Unlimited 2%/year beyond step 9			
2. Retirement Provisions Above MPSERF	None	Pay teachers MPSERF deduction			
3. Misc. Provis. That Increase Salary-No Sup.	Teacher hourly rate:\$6.33				
4. Sick Leave Days/Year	10	Unlimited			
5. Sick Leave Accumulation	112	"			
6. Personal/Bus. Days/Year	2	2			
7. Funeral/Berea. Days/Year	3	5			
8. Funeral Chg. to Sick Lv.	No for imm. family	spouse & "grand"			
9. Other Leaves With Pay & Provisions	Approved conference	1 for funeral of others			
10. Leaves Allowed ~~With~~ Pay Without	Sabbatical 50% for 1 year, work for 3 years to repay	Sabbatical 50% for 1 year, or 100% for 6 months, work 1 yr. to pay			
11. Other Leave Provisions & Notes to Above					

COMMENTS:

164

Kent Intermediate School District - Date 5/3/71 District 160-KEW

OTHER PROVISIONS	Present Contract	Teacher Demands	Board Offer	.	Settle-ment
Recess - free from supervision except for inclement weather	A.M. Recess	A.M. & P.M.	No change		
Lunch Hour	Free or pay hourly rate	Free	No change		
Substitute Pay	Not in contract	Include in contract	No change		
Teacher Aides	None	1 per elem. bldg. exclusive use	No change		
Tuition Reimbursement	\$25/semester hr. max.150	Full Cost	No change		
Calendar	187/189* *new teachers	182/184	190/192		
Calendar	Notify before Board adopts	Negotiate Calendar	No		
Class Size	No provision	Limit	No change		
Class Prep. time	Only max. of 6 h.s. 7 m.s.	25 hrs. of teaching inc. study halls	8 hrs. per day; 5 hrs. of conf. per week		
Agency Shop	Yes	Refine	Delete		
Assoc. Pres. Free Time	On payment of Sub.	No change	Delete		
Eval. re. tenure	Standard Procedure	New proc. with teac. dominating	Slightly Less Control		
Grievance Procedure	Yes	Add no reply ind. approval	Delete bind. arb. & cl. I&II grievances		
Duration of agreement	2 years	1 year	3 year		

COMMENTS:

Kent Intermediate School District - Date 7/30/71 District 160-KEW

SALARY SCHEDULE	Present Contract	Teacher Demand	Board Offer		Settle-ment
BACHELOR DEGREE	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
1. Minimum		8,100	7,900		
2. Maximum w/o Long. or Train.		12,960	11,998		
3. Maximum w/ Long., w/o Tr.		12,960			
4. Maximum w/ Long & Train.		13,184	12,123		
5. Increments, Req. Schedule					
6. Longevity Increments					
MASTER DEGREE	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
7. Minimum		8,910	8,698		
8. Maximum w/o Long. or Train.		14,590	13,215		
9. Maximum w/ Long., w/o Tr.		+ 1% Base	14,015		
10. Maximum w/ Long. & Train.		15,239 + 1% After 10	MA+30 14,015		
11. Increments Req. Schedule					
12. Longevity Increments		1% Base After 10	2@400 ea. 15 & 19		
ADDITIONAL SALARY	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
13. Maximum w/o Long. or Train.					
14. Maximum w/ Long. w/o Tr.					
15. Maximum w/ Long. & Tr.					
RATIOS (BS Min. to)	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
#2		1.06			
#3		1.12			
#4		1.18			
#7		1.36			
#8		1.42			
#9		1.48			
#10		1.54			
#13		1.61			
#14		1.62			
#15		1.63			

COMMENTS:

1166 a

Kent Intermediate School District - Date 7/20/71 District 160-KEW

FRINGE BENEFITS INSURANCE	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Hospitaliza- tion -					
2. Surgical					
3. Super Med Program -443.52		Full	85%		
4. Add. Hosp.- Surg. -62.40					
5. Payroll Protect. 192.00					
6. Long Term Dis- ability -84.00					
7. Life Insurance in Basic Prog.		5,000	5,000		
8. Add. Life Ins. 10-276.00		8,500	8,500		
9. Dependent Life Ins. -8.88					
OTHER INSURANCE PROGRAMS OFFERED	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
Dental Plan A		In place of Hosp.	in place of hosp.		
Life Insurance					
		+ 18.04			
for those not taking hosp.			None		
OTHER PROVISIONS AND NOTES TO ABOVE:					

COMMENTS:

7/30/71

167

T-160-6

166

Kent Intermediate School District - Date 7/20/71 District 160-KEW

FRINGE BENEFITS LEAVES	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Longevity Provisions		1%/Yr. Beyond 10 Steps	15 & 19 Yrs. \$400 over 11th Step		
2. Retirement Provisions Above MPSERF					
3. Misc. Provis. That Increase Salary-No Sup.					
4. Sick Leave Days/Year		10	10		
5. Sick Leave Accumulation		122	112		
6. Personal/Bus. Days/Year		2	2		
7. Funeral/Berea. Days/Year		3	3		
8. Funeral Chg. to Sick Lv.		2	2		
9. Other Leaves With Pay & Provisions					
10. Leaves Allowed ~~With~~ Pay Without					
11. Other Leave Provisions & Notes to Above					

COMMENTS:

166e

Kent Intermediate School District - Date 7/30/71 District 160-KEW

[illegible]

COMMENTS:

7/30/71

169

T-160-8

166 d

SETTLED

Kent Intermediate School District - Date 7/19/71 District 170-LOW

SALARY SCHEDULE	Present Contract	Teacher Demand	Board Offer		Settle-ment
BACHELOR DEGREE	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
1. Minimum					7,800
2. Maximum w/o Long. or Train.					11,856
3. Maximum w/ Long., w/o Tr.					12,756
4. Maximum w/ Long & Train.					13,060
5. Increments, Req. Schedule					4-5%
6. Longevity Increments					15, 20-, 25 300 each
MASTER DEGREE	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
7. Minimum					8,400
8. Maximum w/o Long. or Train.					12,768
9. Maximum w/ Long., w/o Tr.					13,668
10. Maximum w/ Long. & Train.					13,972
11. Increments Req. Schedule					4-5%
12. Longevity Increments					15, 20, 25 300 wach
ADDITIONAL SALARY	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
13. Maximum w/o Long. or Train.					11,856
14. Maximum w/ Long. w/o Tr.					12,756
15. Maximum w/ Long. & Tr.					13,972
RATIOS (BS Min. to)	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
#2					1.52
#3					1.63
#4					1.67
#7					1.08
#8					1.64
#9					1.75
#10					1.79
#13					1.52
#14					1.64
#15					1.79

COMMENTS:

7/16/71

170

T-170-1

166e

Kent Intermediate School District - Date 7/19/71 District 170-LOW

FRINGE BENEFITS INSURANCE	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Hospitaliza- tion -	14.60				18.04
2. Surgical					
3. Super Med Program -443.52					
4. Add. Hosp.- Surg. -62.40					
5. Payroll Protect. 192.00					
6. Long Term Dis- ability -84.00					
7. Life Insurance in Basic Prog.					
8. Add. Life Ins. 10-276.00					
9. Dependent Life Ins. -8.88					
OTHER INSURANCE PROGRAMS OFFERED	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
Dental Insurance					
Life Insurance					
OTHER PROVISIONS AND NOTES TO ABOVE:					

COMMENTS:

7/19/71

171

T-170-2

166 A

Kent Intermediate School District - Date 7/19/71 District 170-LOW

FRINGE BENEFITS LEAVES	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Longevity Provisions	15, 20, 25 \$300 each				Same 300 each
2. Retirement Provisions Above MPSERF					
3. Misc. Provis. That Increase Salary-No Sup.					
4. Sick Leave Days/Year	10				10
5. Sick Leave Accumulation	UNL 90+ $\frac{1}{2}$ Unused				UNLIMITED Same
6. Personal/Bus. Days/Year	2				2
7. Funeral/Berea. Days/Year	P.B.				P.B.
8. Funeral Chg. to Sick Lv.	Family Only				Family Only
9. Other Leaves With Pay & Provisions					
10. Leaves Allowed With Pay					
11. Other Leave Provisions & Notes to Above					

COMMENTS:

1669

SETTLED

Kent Intermediate School District - Date 6/16/71 District 210-ROC

SALARY SCHEDULE	Present Contract	Teacher Demand	Board Offer		Settle-ment
BACHELOR DEGREE	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
1. Minimum	7,500				7,900
2. Maximum w/o Long. or Train.	11,000				11,500
3. Maximum w/ Long., w/o Tr.	11,000				11,500
4. Maximum w/ Long & Train.	11,860				12,480
5. Increments, Req. Schedule	10				11
6. Longevity Increments	None				None
MASTER DEGREE	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
7. Minimum	8,100				8,600
8. Maximum w/o Long. or Train.	12,555				13,200
9. Maximum w/ Long., w/o Tr.	12,555				13,200
10. Maximum w/ Long. & Train.	12,790				13,490
11. Increments Req. Schedule	11				11
12. Longevity Increments	None				None
ADDITIONAL SALARY	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
13. Maximum w/o Long. or Train.					
14. Maximum w/ Long. w/o Tr.					
15. Maximum w/ Long. & Tr.					
RATIOS (BS Min. to)	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
#2	1.46				1.45
#3	1.46				1.45
#4	1.58				1.60
#7	1.08				1.08
#8	1.67				1.67
#9	1.67				1.67
#10	1.70				1.71
#13					
#14					
#15					

COMMENTS:

7/2/71

173

T-210-1

167

Kent Intermediate School District - Date 6/16/71 District 210-ROC

FRINGE BENEFITS INSURANCE	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Hospitaliza- tion -	\$32/Mo.				Full Family or Dental
2. Surgical					
3. Super Med Program -443.52					
4. Add. Hosp.- Surq. -62.40					
5. Payroll Protect. 192.00					
6. Long Term Dis- ability -84.00					
7. Life Insurance in Basic Proq.					
8. Add. Life Ins. 10-276.00					
9. Dependent Life Ins. -8.88					
OTHER INSURANCE PROGRAMS OFFERED	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
Dental Insurance					
Life Insurance					
OTHER PROVISIONS AND NOTES TO ABOVE:					Full Family for those who desire or \$18.35 dental cover- age for those not under full family

COMMENTS:

7/2/71

174

T-210-2

169

Kent Intermediate School District - Date 6/16/71 District 210-ROC

FRINGE BENEFITS LEAVES	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Longevity Provisions	None				None
2. Retirement Provisions Above MPSERF	None				None
3. Misc. Provis. That Increase Salary-No Sup.	None				None
4. Sick Leave Days/Year	10				10
5. Sick Leave Accumulation	130				130
6. Personal/Bus. Days/Year	2				2
7. Funeral/Berea. Days/Year	None				None
8. Funeral Chg. to Sick Lv.	None				None
9. Other Leaves With Pay & Provisions	Sabbatical				Sabbatical
10. Leaves Allowed ~~With~~ Pay Without	Selective Service 1 Day Visitation				Selective Service 1 Day Visitation
11. Other Leave Provisions & Notes to Above					

COMMENTS:

SETTLED

Kent Intermediate School District - Date 4/16/71 District 240-SPA
7/19/71

SALARY SCHEDULE	Present Contract	Teacher Demand	Board Offer		Settle-ment
BACHELOR DEGREE	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
1. Minimum	7,500				7,850
2. Maximum w/o Long. or Train.	11,250				11,775
3. Maximum w/ Long., w/o Tr.	11,625				12,168
4. Maximum w/ Long & Train.	11,625			AB+15	12,633
5. Increments, Req. Schedule	10				10
6. Longevity Increments	1				1
MASTER DEGREE	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
7. Minimum	8,100				8,450
8. Maximum w/o Long. or Train.	12,150				12,675
9. Maximum w/ Long., w/o Tr.	12,555				13,098
10. Maximum w/ Long. & Train.	13,020				13,562
11. Increments Req. Schedule	10				10
12. Longevity Increments	1				1
ADDITIONAL SALARY	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
13. Maximum w/o Long. or Train.	--				
14. Maximum w/ Long. w/o Tr.	--				
15. Maximum w/ Long. & Tr.	--				
RATIOS (BS Min. to)	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
#2	1.5000				
#3	1.5500				
#4	1.5500				
#7	1.0800				
#8	1.6200				
#9	1.6740				
#10	1.7360				
#13	--				
#14	--				
#15	--				

COMMENTS:

Kent Intermediate School District - Date 4/16/71 District 240-SPA

FRINGE BENEFITS INSURANCE	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Hospitaliza- tion -					
2. Surgical					
3. Super Med Program -443.52	443.52*				See Below
4. Add. Hosp.- Surg. -62.40					
5. Payroll Protect. 192.00					
6. Long Term Dis- ability -84.00					
7. Life Insurance in Basic Prog.					
8. Add. Life Ins. 10-276.00					
9. Dependent Life Ins. -8.88					
OTHER INSURANCE PROGRAMS OFFERED	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
Dental Insurance					
Life Insurance					
OTHER PROVISIONS AND NOTES TO ABOVE:	*26.50 32.34 36.96 \$16.00 Single Te achers/Or Not Elect- ing Super Med Above				18.04 33.28 40.74 46.64 Max. of \$10.00in options in lieu of health

COMMENTS:

4/16/71, 7/19/71

Kent Intermediate School District - Date 4/16/71 District 240-SPA

FRINGE BENEFITS LEAVES	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Longevity Provisions					
2. Retirement Provisions Above MPSEF	\$5/Day $\frac{1}{2}$ Unused SL *				Same
3. Misc. Provis. That Increase Salary-No Sup.					
4. Sick Leave Days/Year	10				Same
5. Sick Leave Accumulation	150				Same
6. Personal/Bus. Days/Year	**				
7. Funeral/Berea. Days/Year	5 Immed. Fam. Only				3 Immed. Family
8. Funeral Chg. to Sick Lv.	No Limit Adm. Appr.				Same
9. Other Leaves With Pay & Provisions	Jury, Conf. Court, Adm. Appr.				Same
10. Leaves Allowed ~~With~~ Pay Without					
11. Other Leave Provisions & Notes to Above	*After 18 yrs. in Sparta- max. \$500 **No Limit Supt. Appr.				Same

COMMENTS:

4/16, 7/19/71

Kent Intermediate School District - Date 4/20/71 District 08-050-THK

SALARY SCHEDULE	Present Contract	Teacher Demand	Board Offer		Settle- ment
BACHELOR DEGREE	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
1. Minimum	7,250	7,975			
2. Maximum w/o Long. or Train.	11,100	12,210			
3. Maximum w/ Long., w/o Tr.	11,400	12,510			
4. Maximum w/ Long & Train.	11,900	13,010			
5. Increments, Req. Schedule	(385)	(423.50)			
6. Longevity Increments	(300/Yr.)	(300/Yr.)			\$300/Yr/15
MASTER DEGREE	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
7. Minimum	8,050	8,775			
8. Maximum w/o Long. or Train.	11,900	13,010			
9. Maximum w/ Long., w/o Tr.	12,200	13,310			
10. Maximum w/ Long. & Train.	13,000	14,110			
11. Increments Req. Schedule	(385)	(423.50)			
12. Longevity Increments	300/Yr.	300/Yr.			\$300/Yr/15
ADDITIONAL SALARY	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
13. Maximum w/o Long. or Train.	--	--			
14. Maximum w/ Long. w/o Tr.	--	--			
15. Maximum w/ Long. & Tr.	--	--			
RATIOS (BS Min. to)	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
#2	1.5310	1.5310			
#3	1.5724	1.5686			
#4	1.6413	1.6313			
#7	1.1103	1.1003			
#8	1.6413	1.6313			
#9	1.6827	1.6689			
#10	1.7931	1.7692			
#13	--	--			
#14	--	--			
#15	--	--			

COMMENTS:

Kent Intermediate School District - Date 4/20/71 District 08-050-THK

FRINGE BENEFITS INSURANCE	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Hospitaliza- tion -					
2. Surgical					
3. Super Med Program -443.52	282.00 23.50/mo	559.68 46.64/Mo.			
4. Add. Hosp.- Surg. -62.40					
5. Payroll Protect. 192.00					
6. Long Term Dis- ability -84.00					
7. Life Insurance in Basic Prog.					
8. Add. Life Ins. 10-276.00					
9. Dependent Life Ins. -8.88					
OTHER INSURANCE PROGRAMS OFFERED	xxxxxx	xxxxxx	xxxxxx	xxxxxx	xxxxxx
Dental Insurance		Option			
Life Insurance		Option			
OTHER PROVISIONS AND NOTES TO ABOVE:					

COMMENTS:

Kent Intermediate School District - Date 4/20/71 District 08-050-THK

FRINGE BENEFITS LEAVES	Present Contract	Teacher Demand	Board Offer		Settle- ment
1. Longevity Provisions	\$300	\$300			After 15 yrs. in THK-\$300
2. Retirement Provisions Above MPSERF	\$8/Day for 1/2 Accum. SL	\$16/Day for 1/2 Accum. SL			
3. Misc. Provis. That Increase Salary-No Sup.					
4. Sick Leave Days/Year	10	10			10
5. Sick Leave Accumulation	100	100			100
6. Personal/Bus. Days/Year	2	2			2
7. Funeral/Berea. Days/Year	5	5			5 Days Chg. SL
8. Funeral Chg. to Sick Lv.	Yes	Yes			Yes
9. Other Leaves With Pay & Provisions	5 Day/Yr Immediate Family				5 Days/Yr Immediate Family
10. Leaves Allowed ~~With~~ Pay Without					
11. Other Leave Provisions & Notes to Above					

COMMENTS:

SECTION U - Negotiated Salary Schedules

- U- 1 - Contents
- U- 2 -
- U- 3 -
- U- 4 -
- U- 5 -
- U- 6 - 1971-72 Bachelor
- U- 7 - 1971-72 Master
- U- 8 - 1971-72 Highest Schedule
- U- 9 - 1971-72 Comparisons
- U-10 - Average of Salary Schedules and Check Points

Pages in This Section Are Number by School District

- U-010 - Grand Rapids
- U-020 - Godwin Heights
- U-025 - Northview
- U-026 - Wyoming
- U-040 - Byron Center
- U-050 - Caledonia
- U-070 - Cedar Springs
- U-080 - Comstock Park
- U-090 - East Grand Rapids
- U-110 - Forest Hills
- U-120 - Godfrey Lee
- U-130 - Grandville
- U-140 - Kelloggsville
- U-145 - Kenowa Hills
- U-150 - Kent City
- U-160 - Kentwood
- U-170 - Lowell
- U-210 - Rockford
- U-240 - Sparta

KENT INTERMEDIATE SCHOOL DISTRICT

1971-72 BACHELOR

	Base Salary	Max. w/o Longevity or Training	Max. with Longevity but w/o Training	Maximum with Longevity and Training		
010-GRR						
020-GOH						
025-NOV	7,950	12,323	12,323	12,561		
026-WYO	7,866+	12,271+	12,271+	12,271+		
040-BYC						
050-CAL	7,350	11,393	11,393	11,393		
070-CES						
080-COP	7,640	9,168	9,168	12,033		
090-EGR	8,100	12,636	14,094	14,094		
110-FOH						
120-GOL	7,881	12,294	12,294	12,394		
130-GRV	7,900	12,030	12,560	12,880		
140-KEL	7,945	12,394+	12,870+	13,506+		
145-KEH	8,000	10,900	10,900	11,500		
150-KEC	7,750	11,625	12,904	13,136		
160-KEW	7,900	12,225	12,225	13,250		
170-LOW	7,800	11,856	11,856	12,160		
210-ROC	7,900	11,500	11,500	13,200		
240-SPA	7,850	11,775	12,168	12,633		
(1) 000-KISD	8,496	12,773	12,773	12,773		
(1) Spec. Ed. Only						

KENT INTERMEDIATE SCHOOL DISTRICT

1971-72-MASTER

	Base Salary	Max. w/o Longevity or Training	Max. With Longevity but w/o Training	Maximum with Longevity and Training		
010-GRR						
020-GOH						
025-NOV	8,550	13,766	13,766	14,160		
026-WYO	8,102+	13,373+	13,373+	14,474+		
040-BYC						
050-CAL	8,000	12,400	12,400	12,400		
070-CES						
080-COP	8,404	12,224	12,606	12,797		
090-EGR	8,910	13,689	15,147	16,281		
110-FOH						
120-GOL	8,669	13,398	13,871	15,053		
130-GRV	8,739	13,188	13,983	14,459		
140-KEL	8,739+	13,188+	13,983+	14,459+		
145-KEH	8,700	13,400	13,400	13,600		
150-KEC	8,370	12,671	13,950	15,113		
160-KEW	8,698	13,423	14,323	14,823		
170-LOW	8,400	12,768	12,768	13,072		
210-ROC	8,600	13,200	13,200	13,490		
240-SPA	8,450	12,675	13,098	13,562		
Spec. Ed. 000-KISD	9,310	13,587	13,587	14,402		

KENT INTERMEDIATE SCHOOL DISTRICT

1971-72 HIGHEST SCHEDULE

Schedule	Base Salary	Max. w/o Longevity or Training	Max. With Longevity but w/o Training	Maximum with Longevity and Training		
010-GRR						
020-GOH						
MA+20 025-NOV	8,850	14,160	14,160	14,160		
MA+(BA+60) 026-WYO	8,417+	14,474+	14,474+	14,474+		
040-BYC						
MA 050-CAL	8,000	12,400	12,400	12,400		
070-CES						
MA+10 080-COP	8,595	12,415	12,797	12,797		
MA+45 090-EGR	10,125	14,823	16,281	16,281		
110-FOH						
MA+30 120-GOL	9,063	14,501	15,053	15,053		
MA+30 130-GRV	9,295	14,270	15,495	15,495		
Specialist 140-KEL	9,534	13,983+	14,777+	14,777+		
MA+18 145-KEH	Level 2 9,200	13,600	13,600	13,600		
MA+30 150-KEC	8,990	13,834	15,113	15,113		
MA+30 160-KEW	9,198	13,923	14,823	14,823		
MA+10 170-LOW	8,600	13,072	13,072	13,072		
MA+15 210-ROC	8,750	13,490	13,490	13,490		
MA+20 240-SPA	8,750	13,125	13,562	13,562		
Spec.Ed. 000-KISD	MA+30 10,125	14,402	14,402	14,402		

KENT INTERMEDIATE SCHOOL DISTRICT

1971-72 COMPARISONS

This sheet shows several methods of comparing salary schedules. The BS base has been the traditional method, the other three are averages of schedule checkpoints. The maximum salary possible is also given as well as the level necessary for attainment.

	B.S. Base Salary	Average w/o Long. or Train- ing	Average w/Long. but w/o Training	Average w/ Long. and Training	Maximum Scheduled Salary	Ed. Level Needed for Max. Salary
010-GRR						
020-GOH						
025-NOV	7,950	10,647	10,647	10,805	14,160	Level 11 MA+20
026-WYO	7,866+	10,403+	10,403+	10,678+	14,474+	MS+(BS+60) Level 10
040-BYC						
050-CAL	7,350	9,785	9,785	9,785	12,400	MS Level 11
070-CES						
080-COP	7,640	9,359	9,454	10,218	12,797	MA+10 Level 15
090-EGR	8,100	10,833	11,562	11,846	16,281	Level 29 MA+45
110-FOH						
120-GOL	7,881	10,560+	10,678+	10,974+	15,053	MS+30 Level 15
130-GRV	7,900	10,538	10,977	11,225	15,495	Level 27 MA+30
140-KEL	7,945	10,566+	10,884+	11,162+	14,777+	Specialist Level 21
145-KEH	8,000	10,250	10,250	10,450	13,600	MA+18 Level 12
150-KEC	7,750	10,104	10,743	11,092	15,113	MA+30 Level 28
160-KEW	7,900	10,561	10,786	11,167	14,823	Level 20 MA+30
170-LOW	7,800	10,206	10,206	10,358	13,072	MA+10 Level 12
210-ROC	7,900	10,300	10,300	10,797	13,490	MA+15 Level 11
240-SPA	7,850	10,187	10,391	10,623	13,562	Level 15 MA+20
Spec.Ed. 000-KISD	8,496	11,041	11,041	11,245	14,402	MA+30 Level 11

6/7, 7/2,
8/20, 10/7,

BS Min.

BS Min.

BS Max.

MS Min.

MS Max.

BS Min.

BS Max/L

MS Min

MS Max/L

BS Min.

BS+Max/L

MS Min.

MS+Max/L

U- 9

Kent Intermediate School District

AVERAGE OF SALARY SCHEDULES AND CHECK POINTS

Number of Schools Reporting	6	8	10	11	14
Bachelor Degree Base	\$ 7,823	\$ 7,842	\$ 7,818	\$ 7,812	\$ 7,860
Max. w/o Long. or Training	11,792	11,856	11,587	11,590	11,742
Max. with Long. w/o Training	11,871	11,964	11,674	11,786	12,037
Max. with Long. and Training	12,377	12,432	12,365	12,435	12,643
Master Degree Base	8,468	8,476	8,461	8,453	8,515
Max. w/o Long. or Training	13,159	13,175	13,039	13,005	13,126
Max. with long. w/o Training	13,371	13,386	13,246	13,310	13,622
Max. with Long. and Training	13,912	13,887	13,706	13,834	14,198
Base for Highest Schedule Report.	8,827	8,820	8,775	8,795	8,954
Max. w/o Long. or Training	13,741	13,716	13,522	13,550	13,719
Max. with Long. w/o Training	13,965	13,939	13,738	13,863	14,221
Max. with Long. and Training	13,965	13,939	13,738	13,863	14,221
COMPARISONS:					
Average of 4 Check Points	10,310	10,337	10,226	10,215	10,307
Ave. with Long. w/o Training	10,383	10,417	10,299	10,340	10,504
Ave. with Long. and Training	10,641	10,659	10,584	10,631	10,798
e. of Max. Salary tainable					14,221

Kent Intermediate School District

KENT INTERMEDIATE SCHOOL DISTRICT
(Special Education Staff Only)

000-KISD

<u>Level</u>	<u>Bachelor Degree</u>	<u>Master Degree</u>	<u>Master Degree Plus 15 Hours</u>	<u>Master Degree Plus 30 Hours</u>
1	\$ 8,496	\$ 9,310	\$ 9,718	\$10,125
2	8,821	9,637	10,043	10,451
3	9,148	9,961	10,369	10,776
4	9,554	10,369	10,777	11,184
5	9,961	10,777	11,184	11,591
6	10,451	11,265	11,673	12,080
7	10,940	11,754	12,161	12,570
8	11,347	12,161	12,570	12,977
9	11,754	12,570	12,977	13,383
10	12,161	12,977	13,383	13,791
11	12,773	13,587	13,994	14,402

Kent Intermediate School District

025-NOV

NORTHVIEW PUBLIC SCHOOLS		Bachelor		Bachelor		Master		Master		Master	
Level		Prov.	Permanent	+20 Hrs.	Prov.	Permanent	+10 Hrs.	+20 Hrs.			
1		\$ 7,950	\$ 7,950	\$	\$ 8,550		\$ 8,700	\$ 8,850			
2		8,189	8,189		8,807		8,961	9,116			
3		8,427	8,427		9,063		9,222	9,381			
4		8,745	8,825	8,904	9,491	9,576	9,744	9,912			
5		9,063	9,225	9,381	9,918	10,089	10,266	10,443			
6		9,461	9,659	9,898	10,388	10,688	10,875	11,063			
7		9,858	10,176	10,415	10,944	11,286	11,484	11,682			
8		10,097	10,693	10,931	11,500	11,885	12,093	12,302			
9		10,335	11,289	11,528	12,056	12,569	12,789	12,921			
10		10,574	11,806	12,044	12,526	13,167	13,398	13,541			
11		10,733	12,323	12,561	12,996	13,766	14,007	14,160			

See Master Agreement for Interpretation of Various Schedules, Bachelor Permanent and Master Permanent used in this study.

7/30/71

U-025

Kent Intermediate School District

WYOMING PUBLIC SCHOOLS

026-WYO

<u>Level</u>	<u>Bachelor Degree</u>	<u>Master Degree</u>	<u>Master With B.S. Plus 60</u>
1	\$ 7,866.55	\$ 8,102.55	\$ 8,417.21
2	8,102.55	8,417.21	8,810.54
3	8,495.87	8,810.54	9,282.53
4	8,889.20	9,282.53	9,833.19
5	9,282.53	9,833.19	10,462.51
6	9,754.52	10,462.51	11,170.50
7	10,305.18	11,170.50	11,957.16
8	10,855.84	11,878.49	12,743.81
9	11,485.16	12,586.48	13,609.13
10	12,271.82	13,373.14	14,474.45

Kent Intermediate School District

CALEDONIA COMMUNITY SCHOOLS

050-CAL

<u>Level</u>	<u>Bachelor Degree</u>	<u>Master Degree</u>
1	\$ 7,350	\$ 8,000
2	7,718	8,400
3	8,085	8,800
4	8,453	9,200
5	8,820	9,600
6	9,188	10,000
7	9,629	10,480
8	10,070	10,960
9	10,511	11,440
10	10,952	11,920
11	11,393	12,400

Kent Intermediate School District

COMSTOCK PARK PUBLIC SCHOOLS

080-COP

<u>Level</u>	<u>Bachelor Degree</u>	<u>Bachelor Degree + 10 Hrs.*</u>	<u>Bachelor Degree + 20 Hrs.</u>	<u>Bachelor Degree + 30 Hrs.</u>	<u>Master Degree</u>	<u>Master Degree+ 10 Hrs.</u>
1	\$ 7,640	\$ 7,831	\$ 8,022	\$ 8,213	\$ 8,404	\$ 8,595
2	8,022	8,213	8,404	8,595	8,786	8,977
3	8,404	8,595	8,786	8,977	9,168	9,359
4	8,786	8,977	9,168	9,359	9,550	9,741
5	9,168	9,359	9,550	9,741	9,932	10,123
6		9,741	9,932	10,123	10,314	10,505
7		10,123	10,314	10,505	10,696	10,887
8		10,505	10,696	10,887	11,078	11,269
9		10,887	11,078	11,269	11,460	11,651
10		11,269	11,460	11,651	11,842	12,033
11					12,224	12,415
15		11,651	11,842	12,033	12,606	12,797

*This schedule is being phased out. Teachers securing permanent certification will go from the Bachelor to the BS+20 schedule.

Kent Intermediate School District

EAST GRAND RAPIDS PUBLIC SCHOOLS

090-EGR

<u>Level</u>	<u>Bachelor Degree</u>	<u>BA Plus 20 Hrs.</u>	<u>Master Degree</u>	<u>MA Plus 15 Hrs.</u>	<u>MA Plus 30 Hrs.</u>	<u>MA Plus 45 Hrs.</u>
1	\$ 8,100	\$ 8,505	\$ 8,910	\$ 9,315	\$ 9,720	\$10,125
2	8,424	8,829	9,234	9,639	10,044	10,449
3	8,829	9,234	9,720	10,125	10,530	10,935
4	9,234	9,720	10,206	10,611	11,016	11,421
5	9,720	10,206	10,692	11,097	11,502	11,907
6	10,206	10,692	11,178	11,583	11,988	12,393
7	10,692		11,664	12,069	12,474	12,879
8	11,178		12,150	12,555	12,960	13,365
9	11,664		12,636	13,041	13,446	13,851
10	12,150		13,122	13,527	13,932	14,337
11	12,636		13,689	14,013	14,418	14,823
12	12,717		13,770	14,094	14,499	14,904
13	12,798		13,851	14,175	14,580	14,985
14	12,879		13,932	14,256	14,661	15,066
15	12,960		14,013	14,337	14,742	15,147
16	13,041		14,094	14,418	14,823	15,228
17	13,122		14,175	14,499	14,904	15,309
18	13,203		14,256	14,580	14,985	15,390
19	13,284		14,337	14,661	15,066	15,471
20	13,365		14,418	14,742	15,147	15,552
21	13,446		14,499	14,823	15,228	15,633
22	13,527		14,580	14,904	15,309	15,714
23	13,608		14,661	14,985	15,390	15,795
24	13,689		14,742	15,066	15,471	15,876
25	13,770		14,823	15,147	15,552	15,957
26	13,851		14,904	15,228	15,633	16,038
27	13,932		14,985	15,309	15,714	16,119
28	14,013		15,066	15,390	15,795	16,200
29	14,094		15,147	15,471	15,876	16,281

Kent Intermediate School District

GODFREY-LEE PUBLIC SCHOOLS

120-GOL

<u>Level</u>	<u>Bachelor Degree</u>	<u>BS Plus 15 Hrs.</u>	<u>Master Degree</u>	<u>MS Plus 15 Hrs.</u>	<u>MS Plus 30 Hrs.</u>
1	\$ 7,881	\$ 7,981	\$ 8,669	\$ 8,769	\$ 9,063
2	8,275	8,375	9,063	9,163	9,457
3	8,669	8,769	9,457	9,557	9,851
4	9,063	9,163	9,930	10,030	10,245
5	9,457	9,557	10,403	10,503	10,639
6	9,851	9,951	10,876	10,976	11,191
7	10,482	10,582	11,270	11,370	11,979
8	11,033	11,133	11,900	12,000	12,767
9	11,664	11,764	12,610	12,710	13,634
10	12,294	12,394	13,398	13,498	14,501
15			13,871	13,971	15,053

Kent Intermediate School District

GRANDVILLE PUBLIC SCHOOLS

130-GRV

<u>Level</u>	<u>Bachelor Degree</u>	<u>BA Plus 24 Hrs.</u>	<u>Master Degree</u>	<u>MA Plus 10 Hrs.</u>	<u>MA Plus 20 Hrs.</u>	<u>MA Plus 30 Hrs.</u>
1	\$ 7,900	\$ 8,220	\$ 8,625	\$ 8,850	\$ 9,070	\$ 9,295
2	8,200	8,520	8,900	9,125	9,345	9,570
3	8,585	8,905	9,330	9,555	9,775	10,000
4	8,915	9,235	9,750	9,975	10,195	10,420
5	9,300	9,620	10,190	10,415	10,635	10,860
6	9,710	10,030	10,625	10,850	11,070	11,295
7	10,145	10,465	11,075	11,300	11,520	11,745
8	10,600	10,920	11,555	11,780	12,000	12,225
9	11,075	11,395	12,005	12,230	12,450	12,675
10	11,555	11,875	12,540	12,765	12,985	13,210
11	12,030	12,350	13,100	13,325	13,545	13,770
12			13,600	13,825	14,045	14,270
16	12,295	12,615				
17			14,010	14,235	14,455	14,680
21	12,560	12,880				
22			14,415	14,640	14,860	15,085
27			14,825	15,050	15,270	15,495

Kent Intermediate School District

KELLOGGSVILLE PUBLIC SCHOOLS

Level	Bachelor Degree	BS+15/23* Degree	BS+20/28* Degree	Master Degree	MS+10 Degree	MS+20 Degree	Specialist Degree
1	\$ 7,945.00	\$ 8,183.35	\$ 8,580.60	\$ 8,739.50	\$ 8,977.85	\$ 9,216.20	\$ 9,534.00
2	8,262.80	8,501.15	8,898.40	9,057.30	9,295.65	9,534.00	9,851.80
3	8,580.60	8,818.95	9,216.20	9,375.10	9,613.45	9,851.80	10,169.60
4	8,898.40	9,136.75	9,534.00	9,692.90	9,931.25	10,169.60	10,487.40
5	9,295.65	9,534.00	9,931.25	10,090.15	10,328.50	10,566.85	10,884.65
6	9,692.90	9,931.25	10,328.50	10,487.40	10,725.75	10,964.10	11,281.60
7	10,169.60	10,407.95	10,805.20	10,964.10	11,202.45	11,440.80	11,758.90
8	10,646.30	10,884.65	11,281.90	11,440.80	11,679.15	11,917.50	12,235.30
9	11,202.45	11,440.80	11,838.05	11,996.95	12,235.30	12,473.65	12,791.45
10	11,758.60	11,996.95	12,394.20	12,553.10	12,791.45	13,029.80	13,347.60
11	12,394.20	12,632.55	13,029.80	13,188.70	13,427.05	13,665.40	13,983.20
16	12,632.55	12,870.90	13,268.15	13,585.95	13,824.30	14,062.65	14,380.45
21	12,870.90	13,109.25	13,506.50	13,983.20	14,221.55	14,459.90	14,777.70

*Bases on Permanent Certification Plus 5 and 10 Hours - See Master Agreement for Professional Growth Schedule and Stipulations

140-KEL

Kent Intermediate School District

KENOWA HILLS PUBLIC SCHOOLS

145-KEH

<u>Level</u>	<u>Bachelor Degree</u>	<u>Bachelor Degree Plus 18 Sem. Hrs.</u>	<u>Master Degree</u>	<u>Master Degree Plus 18 Sem. Hrs.</u>
1	\$ 8,000	\$ --	\$ 8,700	\$ --
2	8,300	8,500	9,000	9,200
3	8,600	8,800	9,400	9,600
4	8,950	9,150	9,850	10,050
5	9,300	9,500	10,300	10,500
6	9,700	9,900	10,700	10,900
7	10,100	10,300	11,100	11,300
8	10,500	10,700	11,500	11,700
9	10,900	11,100	11,900	12,100
10		11,500	12,400	12,600
11			12,900	13,100
12			13,400	13,600

7/2/71

U-145

Kent Intermediate School District

KENT CITY COMMUNITY SCHOOLS

<u>Level</u>	<u>Bachelor Degree</u>	<u>Bachelor Degree Plus 15 Hrs.</u>	<u>Master Degree</u>	<u>150-KEC Master Degree Plus 30 Hrs.</u>
1	\$ 7,750	\$ 7,983	\$ 8,370	\$ 8,990
2	7,983	8,215	8,603	9,223
3	8,254	8,486	8,874	9,571
4	8,641	8,874	9,261	9,998
5	9,068	9,300	9,688	10,424
6	9,494	9,726	10,114	10,850
7	9,920	10,153	10,540	11,276
8	10,346	10,579	10,966	11,703
9	10,773	11,005	11,393	12,129
10	11,199	11,431	11,819	12,555
11	11,625	11,858	12,245	12,981
12			12,671	13,408
13				13,834
16	12,051	12,284		
17			13,098	
18				14,260
21	12,478	12,710		
22			13,524	
23				14,686
26	12,904	13,136		
27			13,950	
28				15,113

8/20/71

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Kent Intermediate School District

KENTWOOD PUBLIC SCHOOLS

160-KEW

<u>Level</u>	<u>Bachelor Degree</u>	<u>Bachelor Degree Plus 15 Hrs.</u>	<u>Master Degree</u>	<u>Master Degree Plus 30 Hrs.</u>
1	\$ 7,900	\$ 8,025	\$ 8,698	\$ 9,198
2	8,163	8,288	8,938	9,438
3	8,425	8,550	9,223	9,723
4	8,900	9,025	9,748	10,248
5	9,375	9,500	10,273	10,773
6	9,850	9,975	10,798	11,298
7	10,325	10,450	11,323	11,823
8	10,800	10,925	11,848	12,348
9	11,275	11,400	12,373	12,873
10	11,750	11,875	12,898	13,398
11	12,225	12,350	13,423	13,923
16		12,850	13,923	14,423
20		13,250	14,323	14,823

Kent Intermediate School District

LOWELL AREA SCHOOLS

170-LOW

<u>Level</u>	<u>Bachelor Degree</u>	<u>Bachelor Degree Plus 15 Hrs.</u>	<u>Master Degree</u>	<u>Master Degree Plus 10 Hrs.</u>
1	\$ 7,800	\$ 8,000	\$ 8,400	\$ 8,600
2	8,112	8,320	8,736	8,944
3	8,424	8,640	9,072	9,288
4	8,736	8,960	9,408	9,632
5	9,048	9,280	9,744	9,976
6	9,438	9,680	10,164	10,406
7	9,828	10,080	10,584	10,836
8	10,218	10,480	11,004	11,266
9	10,608	10,880	11,424	11,696
10	10,998	11,280	11,844	12,126
11	11,466	11,760	12,348	12,642
12	11,856	12,160	12,768	13,072

8/20/71

U-170

Kent Intermediate School District

ROCKFORD PUBLIC SCHOOLS

210-ROC

<u>Level</u>	<u>Bachelor Degree</u>	<u>Bachelor Degree Plus 15 Sem. Hrs.</u>	<u>Master Degree or BS+30</u>	<u>Master Degree Plus 15 Sem. Hrs.</u>
1	\$ 7,900	\$ 8,150	\$ 8,600	\$ 8,750
2	8,050	8,300	8,750	8,900
3	8,250	8,500	8,950	9,100
4	8,700	8,975	9,460	9,620
5	9,150	9,450	9,970	10,140
6	9,600	9,925	10,480	10,660
7	10,050	10,400	10,990	11,180
8	10,500	10,875	11,500	11,700
9	10,950	11,350	12,010	12,220
10	11,500	11,825	12,520	12,740
11		12,480	13,200	13,490

Kent Intermediate School District

SPARTA AREA SCHOOLS

<u>Level</u>	<u>Bachelor Degree</u>	<u>Bachelor Degree Plus 15 Hrs.</u>	<u>Master Degree</u>	<u>240-SPA Master Degree Plus 20 Hrs.</u>
1	\$ 7,850	\$ 8,150	\$ 8,450	\$ 8,750
2	8,203	8,517	8,830	9,144
3	8,556	8,884	9,210	9,537
4	8,910	9,250	9,590	9,931
5	9,263	9,617	9,971	10,325
6	9,616	9,984	10,351	10,719
7	9,970	10,350	10,732	11,112
8	10,362	10,758	11,154	11,550
9	10,833	11,247	11,661	12,075
10	11,304	11,736	12,168	12,600
11	11,775	12,225	12,675	13,125
15	12,168	12,633	13,098	13,562

SECTION V - Salary Schedule Analysis

V- 1 - Contents
V- 2 -
V- 3 -
V- 4 -
V- 5 -
V- 6 -
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V- 8 -
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Pages in This Section Are Number by School Districts

V-010 - Grand Rapids
V-020 - Godwin Heights
V-025 - Northview
V-026 - Wyoming
V-040 - Byron Center
V-050 - Caledonia
V-070 - Cedar Springs
V-080 - Comstock Park
V-090 - East Grand Rapids
V-110 - Forest Hills
V-120 - Godfrey Lee
V-130 - Grandville
V-140 - Kelloggsville
V-145 - Kenowa Hills
V-150 - Kent City
V-160 - Kentwood
V-170 - Lowell
V-210 - Rockford
V-240 - Sparta

SCHOOL DISTRICT Kent Intermediate School District No. 000-KISD
 Salary Schedule: Education Level Bachelor 1 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 8,496	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,496		1.0000			1
2	1	8,821	\$325	1.0382	3.82%		2
3	2	9,148	327	1.0767	3.84%		3
4	3	9,554	406	1.1245	4.77%		4
5	4	9,961	407	1.1724	4.79%		5
6	5	10,451	490	1.2301	5.76%		6
7	6	10,940	489	1.2876	5.75%		7
8	7	11,347	407	1.3355	4.79%		8
9	8	11,754	407	1.3834	4.79%		9
10	9	12,161	407	1.4313	4.79%		10
11	10	12,773	612	1.5034	7.20%		11
12							12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

SCHOOL DISTRICT Kent Intermediate School District No. 000-KISD
 Salary Schedule: Education Level Master 2 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 8,496	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 9,310		1.0958			1
2	1	9,637	\$327	1.1342	3.84%		2
3	2	9,961	324	1.1724	3.81%		3
4	3	10,369	408	1.2204	4.80%		4
5	4	10,777	408	1.2684	4.80%		5
6	5	11,265	488	1.3259	5.74%		6
7	6	11,754	489	1.3834	5.75%		7
8	7	12,161	407	1.4313	4.79%		8
9	8	12,570	409	1.4795	4.81%		9
10	9	12,977	407	1.5274	4.79%		10
11	10	13,587	610	1.5992	7.17%		11
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13							13
14							14
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16							16
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19							19
20							20
21							21
22							22

SCHOOL DISTRICT Kent Intermediate School District No. 000-KISD
 Salary Schedule: Education Level MA+15 3 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Expe- rience	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 8,496	Base Percent Increase	No. of Full and Fraction- al Positions
1	0	\$ 9,718		1.1438		
2	1	10,043	\$325	1.1820	3.82%	
3	2	10,369	326	1.2204	3.83%	
4	3	10,777	408	1.2684	4.80%	
5	4	11,184	407	1.3163	4.79%	
6	5	11,673	489	1.3739	5.75%	
7	6	12,161	488	1.4313	5.74%	
8	7	12,570	409	1.4795	4.81%	
9	8	12,977	407	1.5274	4.79%	
10	9	13,383	406	1.5752	4.77%	
11	10	13,994	611	1.6471	7.19%	
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19						
20						
21						
22						

SCHOOL DISTRICT Kent Intermediate School District No. 000-KISD
 Salary Schedule: Education Level MA+30 4 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 8,496	Base Percent Increase	No. of Full and Fraction- al Positions
1	0	\$10,125		1.1917		
2	1	10,451	\$326	1.2301	3.83%	
3	2	10,776	325	1.2683	3.82%	
4	3	11,184	408	1.3163	4.80%	
5	4	11,591	407	1.3642	4.79%	
6	5	12,080	489	1.4218	5.75%	
7	6	12,570	490	1.4795	5.76%	
8	7	12,977	407	1.5274	4.79%	
9	8	13,383	406	1.5752	4.77%	
10	9	13,791	408	1.6232	4.80%	
11	10	14,402	611	1.6951	7.19%	
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21						
22						

SCHOOL DISTRICT Northview Public Schools No. 025-NOV
 Salary Schedule: Education Level BS-Prov. 1 of 7 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,950	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	7,950		1.0000			1
			\$239		3.00%		
2	1	8,189		1.0300			2
			238		2.99%		
3	2	8,427		1.0600			3
			318		4.00%		
4	3	8,745		1.1000			4
			318		4.00%		
5	4	9,063		1.1400			5
			398		5.00%		
6	5	9,461		1.1900			6
			397		4.99%		
7	6	9,858		1.2400			7
			239		3.00%		
8	7	10,097		1.2700			8
			238		2.99%		
9	8	10,335		1.3000			9
			239		3.00%		
10	9	10,574		1.3300			10
			159		2.00%		
11	10	10,733		1.3500			11
12							12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

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194a

SCHOOL DISTRICT Northview Public Schools No. 025-NOV
 Salary Schedule: Education Level BS-Perm. 2 of 7 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,950	Base Percent Increase	No. of Full and Fraction- al Positions
1	0	\$ 7,950		1.0000		1
2	1	8,189	\$239	1.0300	3.00%	2
3	2	8,427	238	1.0600	2.99%	3
4	3	8,825	398	1.1100	5.00%	4
5	4	9,225	400	1.1603	5.03%	5
6	5	9,659	434	1.2149	5.45%	6
7	6	10,176	517	1.2800	6.50%	7
8	7	10,693	517	1.3450	6.50%	8
9	8	11,289	596	1.4200	7.49%	9
10	9	11,806	517	1.4850	6.50%	10
11	10	12,323	517	1.5500	6.50	11
12						12
13						13
14						14
15						15
16						16
17						17
18						18
19						19
20						20
21						21
22						22

7/30/71

SCHOOL DISTRICT Northview Public Schools No. 025-NOV
 Salary Schedule: Education Level BS+20 3 of 7 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,950	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$					1
2	1		\$				2
3	2						3
4	3	8,904		1.1200			4
5	4	9,381	477	1.1800	6.00%		5
6	5	9,898	517	1.2450	6.50%		6
7	6	10,415	517	1.3100	6.50%		7
8	7	10,931	516	1.3749	6.49%		8
9	8	11,528	597	1.4500	7.50%		9
10	9	12,044	516	1.5149	6.49%		10
11	10	12,561	517	1.5800	6.50%		11
12							12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

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V025-3

SCHOOL DISTRICT Northview Public Schools No. 025-NOV
 Salary Schedule: Education Level MS-Prov. 4 of 7 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,950	Base Percent Increase	No. of Full and Fraction- al Positions
1	0	\$ 8,550		1.0754		
2	1	8,807	\$257	1.1077	3.23%	
3	2	9,063	256	1.1400	3.22%	
4	3	9,491	428	1.1938	5.38%	
5	4	9,918	427	1.2475	5.37%	
6	5	10,388	470	1.3066	5.91%	
7	6	10,944	556	1.3766	6.99%	
8	7	11,500	556	1.4465	6.99%	
9	8	12,056	556	1.5164	6.99%	
10	9	12,526	470	1.5755	5.91%	
11	10	12,996	470	1.6347	5.91%	
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7/30/71

SCHOOL DISTRICT Northview Public Schools No. 025-NOV
 Salary Schedule: Education Level MS-Perm. 5 of 7 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,950	Base Percent Increase	No. of Full and Fraction- al Positions
1	0	\$ (8,550)		(1.0754)		1
2	1	(8,807)	(\$257)	(1.1077)	(3.23%)	2
3	2	(9,063)	(256)	(1.1400)	(3.22%)	3
4	3	9,576	(513)	1.2045	(6.45%)	4
5	4	10,089	513	1.2690	6.45%	5
6	5	10,688	599	1.3444	7.53%	6
7	6	11,286	598	1.4196	7.52%	7
8	7	11,885	599	1.4949	7.53%	8
9	8	12,569	684	1.5810	8.60%	9
10	9	13,167	598	1.6562	7.52%	10
11	10	13,766	599	1.7315	7.53%	11
12						12
13						13
14						14
15						15
16						16
17						17
18						18
19						19
20						20
21						21
22						22

SCHOOL DISTRICT Northview Public Schools No. 025-NOV
 Salary Schedule: Education Level MS+10 6 of 7 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Expe- rience	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,950	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,700		1.0943			1
2	1	8,961	\$261	1.1271	3.28%		2
3	2	9,222	261	1.1600	3.28%		3
4	3	9,744	522	1.2256	6.56%		4
5	4	10,266	522	1.2913	6.56%		5
6	5	10,875	609	1.3679	7.66%		6
7	6	11,484	609	1.4445	7.66%		7
8	7	12,093	609	1.5211	7.66%		8
9	8	12,789	696	1.6086	8.75%		9
10	9	13,398	609	1.6852	7.66%		10
11	10	14,007	609	1.7618	7.66%		11
12							12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

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SCHOOL DISTRICT Northview Public Schools No. 025-NOV
 Salary Schedule: Education Level MS+20 7 of 7 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,950	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,850		1.1132			1
2	1	9,116	\$266	1.1466	3.34%		2
3	2	9,381	265	1.1800	3.33%		3
4	3	9,912	531	1.2467	6.67%		4
5	4	10,443	531	1.3135	6.67%		5
6	5	11,063	620	1.3915	7.79%		6
7	6	11,682	619	1.4694	7.78%		7
8	7	12,302	620	1.5474	7.79%		8
9	8	12,921	619	1.6252	7.78%		9
10	9	13,541	620	1.7032	7.79%		10
11	10	14,160	619	1.7811	7.78%		11
12							12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

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SCHOOL DISTRICT Wyoming Public Schools No. 026-WYO
 Salary Schedule: Education Level Bachelor 1 of 3 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Expe- rience	Schedu- led Salary	Dollar Increase	Factor of Base of \$7866.55	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	7,866.55		1.0000			1
2	1	8,102.55	\$236.00	1.0300	3.00%		2
3	2	8,495.87	393.32	1.0800	5.00%		3
4	3	8,889.20	393.33	1.1300	5.00%		4
5	4	9,282.53	393.33	1.1800	5.00%		5
6	5	9,754.52	471.99	1.2400	6.00%		6
7	6	10,305.18	550.66	1.3100	7.00%		7
8	7	10,855.84	550.66	1.3800	7.00%		8
9	8	11,485.16	629.32	1.4600	8.00%		9
10	9	12,271.82	786.66	1.5600	10.00%		10
11							11
12							12
13							13
14							14
15							15
16							16
17							17
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19							19
20							20
21							21
22							22

SCHOOL DISTRICT Wyoming Public Schools No. 026-WYO
 Salary Schedule: Education Level Master 2 of 3 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Expe- rience	Schedu- led Salary	Dollar Increase	Factor of Base of \$7866.55	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,102.55		1.0300			1
2	1	8,417.21	\$314.66	1.0700	4.00%		2
3	2	8,810.54	393.33	1.1200	5.00%		3
4	3	9,282.53	471.99	1.1800	6.00%		4
5	4	9,833.19	550.66	1.2500	7.00%		5
6	5	10,462.51	629.32	1.3300	8.00%		6
7	6	11,170.50	707.99	1.4200	9.00%		7
8	7	11,878.49	707.99	1.5100	9.00%		8
9	8	12,586.48	707.99	1.6000	9.00%		9
10	9	13,373.14	786.66	1.7000	10.00%		10
11							11
12							12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

SCHOOL DISTRICT Wyoming Public Schools No. 026-WYO
 Salary Schedule: Education Level MA+(BA+60) 3 of 3 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7866.55	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$8,417.21		1.0700			1
2	1	8,810.54	\$393.33	1.1200	5.00%		2
3	2	9,282.53	471.99	1.1800	6.00%		3
4	3	9,833.19	550.66	1.2500	7.00%		4
5	4	10,462.51	629.32	1.3300	8.00%		5
6	5	11,170.50	707.99	1.4200	9.00%		6
7	6	11,957.16	786.66	1.5200	10.00%		7
8	7	12,743.81	786.65	1.6200	10.00%		8
9	8	13,609.13	865.32	1.7300	11.00%		9
10	9	14,474.45	865.32	1.8400	11.00%		10
11							11
12							12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

SCHOOL DISTRICT Caledonia Community Schools No. 050-CAL
 Salary Schedule: Education Level Bachelor 1 of 2 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Expe- rience	Schedu- led Salary	Dollar Increase	Factor of Base of \$7,350	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$7,350		1.0000			1
2	1	7,718	\$368	1.0500	5.00%		2
3	2	8,085	367	1.1000	5.00%		3
4	3	8,453	368	1.1500	5.00%		4
5	4	8,820	367	1.2000	5.00%		5
6	5	9,188	368	1.2500	5.00%		6
7	6	9,629	441	1.3100	6.00%		7
8	7	10,070	441	1.3700	6.00%		8
9	8	10,511	441	1.4300	6.00%		9
10	9	10,952	441	1.4900	6.00%		10
11	10	11,393	441	1.5500	6.00%		11
12							12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

SCHOOL DISTRICT Caledonia Community Schools No. 050-CAL
 Salary Schedule: Education Level Master 2 of 2 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,350	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$8,000		1.0884			1
2	1	8,400	\$400	1.1428	5.44%		2
3	2	8,800	400	1.1972	5.44%		3
4	3	9,200	400	1.2517	5.44%		4
5	4	9,600	400	1.3061	5.44%		5
6	5	10,000	400	1.3605	5.44%		6
7	6	10,480	480	1.4258	6.53%		7
8	7	10,960	480	1.4911	6.53%		8
9	8	11,440	480	1.5564	6.53%		9
10	9	11,920	480	1.6217	6.53%		10
11	10	12,400	480	1.6870	6.53%		11
12							12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

SCHOOL DISTRICT Comstock Park Public Schools No. 080-COP
 Salary Schedule: Education Level Bachelor 1 of 6 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,640	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 7,640		1.0000			1
2	1	8,022	\$382	1.0500	5.00%		2
3	2	8,404	382	1.1000	5.00%		3
4	3	8,786	382	1.1500	5.00%		4
5	4	9,168	382	1.2000	5.00%		5
6							6
7							7
8							8
9							9
10							10
11							11
12							12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

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SCHOOL DISTRICT Comstock Park Public Schools No. 080-COP
 Salary Schedule: Education Level BA+10 2 of 6 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,640	Base Percent Increase	No. of Full and Fraction- al Positions
1	0	\$ 7,831		1.0250		
2	1	8,213	\$382	1.0750	5.00%	
3	2	8,595	382	1.1250	5.00%	
4	3	8,977	382	1.1750	5.00%	
5	4	9,359	382	1.2250	5.00%	
6	5	9,741	382	1.2750	5.00%	
7	6	10,123	382	1.3250	5.00%	
8	7	10,505	382	1.3750	5.00%	
9	8	10,887	382	1.4250	5.00%	
10	9	11,269	382	1.4750	5.00%	
11						
12						
13						
14						
15	14	11,651	382	1.5250	5.00	
16						
17						
18						
19						
20						
21						
22						

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SCHOOL DISTRICT Comstock Park Public Schools No. 080-COP
 Salary Schedule: Education Level BA+20 3 of 6 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Exper- ience	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,640	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,022		1.0500			1
2	1	8,404	\$382	1.1000	5.00%		2
3	2	8,786	382	1.1500	5.00%		3
4	3	9,168	382	1.2000	5.00%		4
5	4	9,550	382	1.2500	5.00%		5
6	5	9,932	382	1.3000	5.00%		6
7	6	10,314	382	1.3500	5.00%		7
8	7	10,696	382	1.4000	5.00%		8
9	8	11,078	382	1.4500	5.00%		9
10	9	11,460	382	1.5000	5.00%		10
11							11
12							12
13							13
14							14
15	14	11,842	382	1.5500	5.00%		15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

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SCHOOL DISTRICT Comstock Park Public Schools No. 080-COP
 Salary Schedule: Education Level BA+30 4 of 6 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,640	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,213		1.0750			1
2	1	8,595	\$382	1.1250	5.00%		2
3	2	8,977	382	1.1750	5.00%		3
4	3	9,359	382	1.2250	5.00%		4
5	4	9,741	382	1.2750	5.00%		5
6	5	10,123	382	1.3250	5.00%		6
7	6	10,505	382	1.3750	5.00%		7
8	7	10,887	382	1.4250	5.00%		8
9	8	11,269	382	1.4750	5.00%		9
10	9	11,651	382	1.5250	5.00%		10
11							11
12							12
13							13
14							14
15	14	12,033	382	1.5750	5.00%		15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

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SCHOOL DISTRICT Comstock Park Public Schools No. 080-COP
 Salary Schedule: Education Level Master 5 of 6 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,640	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,404		1.1000			1
2	1	8,786	\$382	1.1500	5.00%		2
3	2	9,168	382	1.2000	5.00%		3
4	3	9,550	382	1.2500	5.00%		4
5	4	9,932	382	1.3000	5.00%		5
6	5	10,314	382	1.3500	5.00%		6
7	6	10,696	382	1.4000	5.00%		7
8	7	11,078	382	1.4500	5.00%		8
9	8	11,460	382	1.5000	5.00%		9
10	9	11,842	382	1.5500	5.00%		10
11	10	12,224	382	1.6000	5.00%		11
12							12
13							13
14							14
15	14	12,606	382	1.6500	5.00%		15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

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199e

SCHOOL DISTRICT Comstock Park Public Schools No. 080-COP
 Salary Schedule: Education Level MA+10 6 of 6 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,640	Base Percent Increase	No. of Full and Fraction- al Positions
1	0	\$ 8,595		1.1250		
2	1	8,977	\$382	1.1750	5.00%	
3	2	9,359	382	1.2250	5.00%	
4	3	9,741	382	1.2750	5.00%	
5	4	10,123	382	1.3250	5.00%	
6	5	10,505	382	1.3750	5.00%	
7	6	10,887	382	1.4250	5.00%	
8	7	11,269	382	1.4750	5.00%	
9	8	11,651	382	1.5250	5.00%	
10	9	12,033	382	1.5750	5.00%	
11	10	12,415	382	1.6250	5.00%	
12						
13						
14						
15	14	12,797	382	1.6750	5.00%	
16						
17						
18						
19						
20						
21						
22						

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SCHOOL DISTRICT East Grand Rapids Public Schools No. 090-EGR
 Salary Schedule: Education Level Bachelor 1 of 6 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 8,100	Base Percent Increase	No. of Full and Fraction- al Positions
1	0	\$ 8,100		1.0000		1
2	1	8,424	\$324	1.0400	4.00%	2
3	2	8,829	405	1.0900	5.00%	3
4	3	9,234	405	1.1400	5.00%	4
5	4	9,720	486	1.2000	6.00%	5
6	5	10,206	486	1.2600	6.00%	6
7	6	10,692	486	1.3200	6.00%	7
8	7	11,178	486	1.3800	6.00%	8
9	8	11,664	486	1.4400	6.00%	9
10	9	12,150	486	1.5000	6.00%	10
11	10	12,636	486	1.5600	6.00%	11
12	11	12,717	81	1.5700	1.00%	12
13	12	12,798	81	1.5800	1.00%	13
14	13	12,879	81	1.5900	1.00%	14
15	14	12,960	81	1.6000	1.00%	15
16	15	13,041	81	1.6100	1.00%	16
17	16	13,122	81	1.6200	1.00%	17
18	17	13,203	81	1.6300	1.00%	18
19	18	13,284	81	1.6400	1.00%	19
20	9 Additional Yearly Longevity					20
21	Increments of \$81					21
22	28	14,094	81	1.7400	1.00%	22

SCHOOL DISTRICT East Grand Rapids Public Schools

No. 090-EGR

Salary Schedule: Education Level BA+20

2

of 6 Sch.

Experience Allowed Teachers Entering System:

Level	Experience	Scheduled Salary	Dollar Increase	Factor of Base of \$ 8,100	Base Percent Increase	No. of Full and Fractional Positions
1	0	\$ 8,505		1.0500		1
2	1	8,829	\$324	1.0900	4.00%	2
3	2	9,234	405	1.1400	5.00%	3
4	3	9,720	486	1.2000	6.00%	4
5	4	10,206	486	1.2600	6.00%	5
6	5	10,692	486	1.3200	6.00%	6
7						7
8						8
9						9
10						10
11						11
12						12
13						13
14						14
15						15
16						16
17						17
18						18
19						19
20						20
21						21
22						22
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SCHOOL DISTRICT East Grand Rapids Public Schools No. 090-EGR
 Salary Schedule: Education Level Master 3 of 6 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 8,100	Base Percent Increase	No. of Full and Fraction- al Positions
1	0	\$ 8,910		1.1000		1
2	1	9,234	\$324	1.1400	4.00%	2
3	2	9,720	486	1.2000	6.00%	3
4	3	10,206	486	1.2600	6.00%	4
5	4	10,692	486	1.3200	6.00%	5
6	5	11,178	486	1.3800	6.00%	6
7	6	11,664	486	1.4400	6.00%	7
8	7	12,150	486	1.5000	6.00%	8
9	8	12,636	486	1.5600	6.00%	9
10	9	13,122	486	1.6200	6.00%	10
11	10	13,689	567	1.6900	7.00%	11
12	11	13,770	81	1.7000	1.00%	12
13	12	13,851	81	1.7100	1.00%	13
14	13	13,932	81	1.7200	1.00%	14
15	14	14,013	81	1.7300	1.00%	15
16	15	14,094	81	1.7400	1.00%	16
17	16	14,175	81	1.7500	1.00%	17
18	17	14,256	81	1.7600	1.00%	18
19	18	14,337	81	1.7700	1.00%	19
20	9 Additional Yearly Longevity					20
21	Increments of \$81					21
22	28	15,147	81	1.8700	1.00%	22

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SCHOOL DISTRICT East Grand Rapids Public Schools No. 090-EGR
 Salary Schedule: Education Level MA+15 4 of 6 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Expe- rience	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 8,100	Base Percent Increase	No. of Full and Fraction- al Positions
1	0	\$ 9,315		1.1500		1
2	1	9,639	\$324	1.1900	4.00%	2
3	2	10,125	486	1.2500	6.00%	3
4	3	10,611	486	1.3100	6.00%	4
5	4	11,097	486	1.3700	6.00%	5
6	5	11,583	486	1.4300	6.00%	6
7	6	12,069	486	1.4900	6.00%	7
8	7	12,555	486	1.5500	6.00%	8
9	8	13,041	486	1.6100	6.00%	9
10	9	13,527	486	1.6700	6.00%	10
11	10	14,013	486	1.7300	6.00%	11
12	11	14,094	81	1.7400	1.00%	12
13	12	14,175	81	1.7500	1.00%	13
14	13	14,256	81	1.7600	1.00%	14
15	14	14,337	81	1.7700	1.00%	15
16	15	14,418	81	1.7800	1.00%	16
17	16	14,499	81	1.7900	1.00%	17
18	17	14,580	81	1.8000	1.00%	18
19	18	14,661	81	1.8100	1.00%	19
20	9 Additional Yearly Longevity					20
21	Increments of \$81					21
22	28	15,471	81	1.9100	1.00%	22

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SCHOOL DISTRICT East Grand Rapids Public Schools No. 090-EGR
 Salary Schedule: Education Level MA+30 5 of 6 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Expe- rience	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 8,100	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 9,720		1.2000			1
2	1	10,044	\$324	1.2400	4.00%		2
3	2	10,530	486	1.3000	6.00%		3
4	3	11,016	486	1.3600	6.00%		4
5	4	11,502	486	1.4200	6.00%		5
6	5	11,988	486	1.4800	6.00%		6
7	6	12,474	486	1.5400	6.00%		7
8	7	12,960	486	1.6000	6.00%		8
9	8	13,446	486	1.6600	6.00%		9
10	9	13,932	486	1.7200	6.00%		10
11	10	14,418	486	1.7800	6.00%		11
12	11	14,499	81	1.7900	1.00%		12
13	12	14,580	81	1.8000	1.00%		13
14	13	14,661	81	1.8100	1.00%		14
15	14	14,742	81	1.8200	1.00%		15
16	15	14,823	81	1.8300	1.00%		16
17	16	14,904	81	1.8400	1.00%		17
18	17	14,985	81	1.8500	1.00%		18
19	18	15,066	81	1.8600	1.00%		19
20	9 Additional Yearly Longevity						20
21	Increases of \$81						21
22	28	15,876	81	1.9600	1.00%		22

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SCHOOL DISTRICT East Grand Rapids Public Schools No. 090-EGR
 Salary Schedule: Education Level MA+45 6 of 6 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 8,100	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$10,125		1.2500			1
2	1	10,449	\$324	1.2900	4.00%		2
3	2	10,935	486	1.3500	6.00%		3
4	3	11,421	486	1.4100	6.00%		4
5	4	11,907	486	1.4700	6.00%		5
6	5	12,393	486	1.5300	6.00%		6
7	6	12,879	486	1.5900	6.00%		7
8	7	13,365	486	1.6500	6.00%		8
9	8	13,851	486	1.7100	6.00%		9
10	9	14,337	486	1.7700	6.00%		10
11	10	14,823	486	1.8300	6.00%		11
12	11	14,904	81	1.8400	1.00%		12
13	12	14,985	81	1.8500	1.00%		13
14	13	15,066	81	1.8600	1.00%		14
15	14	15,147	81	1.8700	1.00%		15
16	15	15,228	81	1.8800	1.00%		16
17	16	15,309	81	1.8900	1.00%		17
18	17	15,390	81	1.9000	1.00%		18
19	18	15,471	81	1.9100	1.00%		19
20	9 Additional Yearly Longevity						20
21	Increases of \$81						21
22	28	16,281	81	2.0100	1.00%		22

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SCHOOL DISTRICT Godfrey-Lee Public Schools No. 120-GOL
 Salary Schedule: Education Level Bachelor 1 of 5 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7881	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 7,881		1.0000			1
2	1	8,275	\$394	1.0500	5.00%		2
3	2	8,669	394	1.1000	5.00%		3
4	3	9,063	394	1.1500	5.00%		4
5	4	9,457	394	1.2000	5.00%		5
6	5	9,851	394	1.2500	5.00%		6
7	6	10,482	631	1.3300	8.00%		7
8	7	11,033	551	1.4000	7.00%		8
9	8	11,664	631	1.4800	8.00%		9
10	9	12,294	630	1.5600	8.00%		10
11							11
12							12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

SCHOOL DISTRICT Godfrey-Lee Public Schools No. 120-GOL
 Salary Schedule: Education Level BS+15 2 of 5 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7881	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 7,981		1.0126			1
2	1	8,375	\$394	1.0626	5.00%		2
3	2	8,769	394	1.1126	5.00%		3
4	3	9,163	394	1.1626	5.00%		4
5	4	9,557	394	1.2126	5.00%		5
6	5	9,951	394	1.2626	5.00%		6
7	6	10,582	631	1.3427	8.00%		7
8	7	11,133	551	1.4126	7.00%		8
9	8	11,764	631	1.4927	8.00%		9
10	9	12,394	630	1,5726	8.00%		10
11							11
12							12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

SCHOOL DISTRICT Godfrey-Lee Public Schools No. 120-GOL
 Salary Schedule: Education Level Master 3 of 5 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7881	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,669		1.1000			1
2	1	9,063	\$394	1.1500	5.00%		2
3	2	9,457	394	1.2000	5.00%		3
4	3	9,930	473	1.2600	6.00%		4
5	4	10,403	473	1.3200	6.00%		5
6	5	10,876	473	1.3800	6.00%		6
7	6	11,270	394	1.4300	5.00%		7
8	7	11,900	630	1.5100	8.00%		8
9	8	12,610	710	1.6000	9.00%		9
10	9	13,398	788	1.7000	10.00%		10
11							11
12							12
13							13
14							14
15	14	13,871	473	1.7600	6.00%		15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

SCHOOL DISTRICT Godfrey-Lee Public Schools No. 120-GOL
 Salary Schedule: Education Level MA+15 4 of 5 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Expe- rience	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7881	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,769		1.1126			1
2	1	9,163	\$394	1.1626	5.00%		2
3	2	9,557	394	1.2126	5.00%		3
4	3	10,030	473	1.2726	6.00%		4
5	4	10,503	473	1.3326	6.00%		5
6	5	10,976	473	1.3927	6.00%		6
7	6	11,370	394	1.4427	5.00%		7
8	7	12,000	630	1.5226	8.00%		8
9	8	12,710	710	1.6127	9.00%		9
10	9	13,498	788	1.7127	10.00%		10
11							11
12							12
13							13
14							14
15	14	13,971	473	1.7727	6.00%		15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

SCHOOL DISTRICT Godfrey-Lee Public SchoolsNo. 120-GOLSalary Schedule: Education Level MA+305 of 5 Sch.

Experience Allowed Teachers Entering System: _____

Level	Experience	Scheduled Salary	Dollar Increase	Factor of Base of \$ 7881	Base Percent Increase	No. of Full and Fractional Positions
1	0	\$ 9,063		1.1500		1
2	1	9,457	\$394	1.2000	5.00%	2
3	2	9,851	394	1.2500	5.00%	3
4	3	10,245	394	1.3000	5.00%	4
5	4	10,639	394	1.3500	5.00%	5
6	5	11,191	552	1.4200	7.00	6
7	6	11,979	788	1.5200	10.00%	7
8	7	12,767	788	1.6200	10.00%	8
9	8	13,634	867	1.7300	11.00%	9
10	9	14,501	867	1.8400	11.00%	10
11						11
12						12
13						13
14						14
15	14	15,053	552	1.9100	7.00%	15
16						16
17						17
18						18
19						19
20						20
21						21
22						22

SCHOOL DISTRICT Grandville Public Schools
 Salary Schedule: Education Level Bachelor
 Experience Allowed Teachers Entering System: _____

No. 130-GRV
1 of 6 Sch.

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,900	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 7,900		1.0000			1
2	1	8,200	\$300	1.0379	3.79%		2
3	2	8,585	385	1.0867	4.87%		3
4	3	8,915	330	1.1284	4.17%		4
5	4	9,300	385	1.1772	4.87%		5
6	5	9,710	410	1.2291	5.18%		6
7	6	10,145	435	1.2841	5.50%		7
8	7	10,600	455	1.3417	5.75%		8
9	8	11,075	475	1.4018	6.01%		9
10	9	11,555	480	1.4626	6.07%		10
11	10	12,030	475	1.5227	6.01%		11
12							12
13							13
14							14
15							15
16	15	12,295	265	1.5563	3.35%		16
17							17
18							18
19							19
20							20
21	20	12,560	265	1.5898	3.35%		21
22							22

10/7/71

SCHOOL DISTRICT Grandville Public Schools No. 130-GRV
 Salary Schedule: Education Level BA+24 2 of 6 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,900	Base Percent Increase	No. of Full and Fraction- al Positions
1	0	\$ 8,220		1.0405		1
2	1	8,520	\$300	1.0784	3.79%	2
3	2	8,905	385	1.1272	4.87%	3
4	3	9,235	330	1.1689	4.17%	4
5	4	9,620	385	1.2177	4.87%	5
6	5	10,030	410	1.2696	5.18%	6
7	6	10,465	435	1.3246	5.50%	7
8	7	10,920	455	1.3822	5.75%	8
9	8	11,395	475	1.4424	6.01%	9
10	9	11,875	480	1.5031	6.07%	10
11	10	12,350	475	1.5632	6.01%	11
12						12
13						13
14						14
15						15
16	15	12,615	265	1.5968	3.35%	16
17						17
18						18
19						19
20						20
21	20	12,880	265	1.6303	3.35%	21
22						22

10/7/71

SCHOOL DISTRICT Grandville Public Schools No. 130-GRV
 Salary Schedule: Education Level Master 3 of 6 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,900	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,625		1.0917			1
2	1	8,900	\$275	1.1265	3.48%		2
3	2	9,330	430	1.1810	5.44%		3
4	3	9,750	420	1.2341	5.31%		4
5	4	10,190	440	1.2898	5.56%		5
6	5	10,625	435	1.3449	5.50%		6
7	6	11,075	450	1.4018	5.69%		7
8	7	11,555	480	1.4626	6.07%		8
9	8	12,005	450	1.5196	5.69%		9
10	9	12,540	535	1.5873	6.77%		10
11	10	13,100	560	1.6582	7.08%		11
12	11	13,600	500	1.7215	6.32%		12
13							13
14							14
15							15
16							16
17	16	14,010	410	1.7734	5.18%		17
18							18
19							19
20	21	14,415	405	1.8246	5.12%		20
21							21
22	26	14,825	410	1.8765	5.18%		22

10/7/71

V-130-3

SCHOOL DISTRICT Grandville Public Schools No. 130-GRV
 Salary Schedule: Education Level MA+10 4 of 6 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,900	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,850		1.1202			1
2	1	9,125	\$275	1.1550	3.48		2
3	2	9,555	430	1.2094	5.44%		3
4	3	9,975	420	1.2626	5.31%		4
5	4	10,415	440	1.3183	5.56%		5
6	5	10,850	435	1.3734	5.50%		6
7	6	11,300	450	1.4303	5.69%		7
8	7	11,780	480	1.4911	6.07%		8
9	8	12,230	450	1.5481	5.69%		9
10	9	12,765	535	1.6158	6.77%		10
11	10	13,325	560	1.6867	7.08%		11
12	11	13,825	500	1.7500	6.32%		12
13							13
14							14
15							15
16							16
17	16	14,235	410	1.8018	5.18%		17
18							18
19							19
20	21	14,640	405	1.8531	5.12%		20
21							21
22	26	15,050	410	1.9050	5.18%		22

10/7/71

V-130-4

SCHOOL DISTRICT Grandville Public Schools No. 130-GRV
 Salary Schedule: Education Level MA+20 5 of 6 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,900	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 9,070		1.1481			1
2	1	9,345	\$275	1.1829	3.48%		2
3	2	9,775	430	1.2373	5.44%		3
4	3	10,195	420	1.2905	5.31%		4
5	4	10,635	440	1.3462	5.56%		5
6	5	11,070	435	1.4012	5.50%		6
7	6	11,520	450	1.4582	5.69%		7
8	7	12,000	480	1.5189	6.07%		8
9	8	12,450	450	1.5759	5.69%		9
10	9	12,985	535	1.6436	6.77%		10
11	10	13,545	560	1.7145	7.08%		11
12	11	14,045	500	1.7778	6.32%		12
13							13
14							14
15							15
16							16
17	16	14,455	410	1.8297	5.18%		17
18							18
19							19
20	21	14,860	405	1.8810	5.12%		20
21							21
22	26	15,270	410	1.9329	5.18%		22

10/7/71

SCHOOL DISTRICT Grandville Public Schools No. 130-GRV
 Salary Schedule: Education Level MA+30 6 of 6 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,900	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 9,295		1.1765			1
2	1	9,570	\$275	1.2113	3.48%		2
3	2	10,000	430	1.2658	5.44%		3
4	3	10,420	420	1.3189	5.31%		4
5	4	10,860	440	1.3746	5.56%		5
6	5	11,295	435	1.4297	5.50%		6
7	6	11,745	450	1.4867	5.69%		7
8	7	12,225	480	1.5474	6.07%		8
9	8	12,675	450	1.6044	5.69%		9
10	9	13,210	535	1.6721	6.77%		10
11	10	13,770	560	1.7430	7.08%		11
12	11	14,270	500	1.8063	6.32%		12
13							13
14							14
15							15
16							16
17	16	14,680	410	1.8582	5.18%		17
18							18
19							19
20	21	15,085	405	1.9094	5.12%		20
21							21
22	26	15,495	410	1.9613	5.18%		22

10/7/71

SCHOOL DISTRICT Kelloggsville Public Schools No. 140-KEL
 Salary Schedule: Education Level Bachelor 1 of 7 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Expe- rience	Schedu- led Salary	Dollar Increase	Factor of Base of \$7,945.00	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 7,945.00		1.0000			1
2	1	8,262.80	\$317.80	1.0400	4.00%		2
3	2	8,580.60	317.80	1.0800	4.00%		3
4	3	8,898.40	317.80	1.1200	4.00%		4
5	4	9,295.65	397.25	1.1700	5.00%		5
6	5	9,692.90	397.25	1.2200	5.00%		6
7	6	10,169.60	476.70	1.2800	6.00%		7
8	7	10,646.30	476.70	1.3400	6.00%		8
9	8	11,202.45	556.15	1.4100	7.00%		9
10	9	11,758.60	556.15	1.4800	7.00%		10
11	10	12,394.20	635.60	1.5600	8.00%		11
12							12
13							13
14							14
15							15
16	15	12,632.55	238.35	1.5900	3.00%		16
17							17
18							18
19							19
20							20
21	20	12,870.90	238.35	1.6200	3.00%		21
22							22

SCHOOL DISTRICT Kelloggsville Public Schools No. 140-KEL
 Salary Schedule: Education Level BS+15/23* 2 of 7 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$7945.00	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,183.35		1.0300			1
2	1	8,501.15	\$317.80	1.0700	4.00%		2
3	2	8,818.95	317.80	1.1100	4.00%		3
4	3	9,136.75	317.80	1.1500	4.00%		4
5	4	9,534.00	397.25	1.2000	5.00%		5
6	5	9,931.25	397.25	1.2500	5.00%		6
7	6	10,407.95	476.70	1.3100	6.00%		7
8	7	10,884.65	476.70	1.3700	6.00%		8
9	8	11,440.80	556.15	1.4400	7.00%		9
10	9	11,996.95	556.15	1.5100	7.00%		10
11	10	12,632.55	635.60	1.5900	8.00%		11
12							12
13							13
14							14
15							15
16	15	12,870.90	238.35	1.6200	3.00%		16
17							17
18							18
19							19
20							20
21	20	13,109.25	238.35	1.6500	3.00%		21
22							22

*Based on Permanent Certification Plus 5 Hours
 6/7/71

SCHOOL DISTRICT Kelloggsville Public Schools No. 140-KEL
 Salary Schedule: Education Level BS+20/28* 3 of 7 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$7945.00	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,580.60		1.0800			1
2	1	8,898.40	\$317.80	1.1200	4.00%		2
3	2	9,216.20	317.80	1.1600	4.00%		3
4	3	9,534.00	317.80	1.2000	4.00%		4
5	4	9,931.25	397.25	1.2500	5.00%		5
6	5	10,328.50	397.25	1.3000	5.00%		6
7	6	10,805.20	476.70	1.3600	6.00%		7
8	7	11,281.90	476.70	1.4200	6.00%		8
9	8	11,838.05	556.15	1.4900	7.00%		9
10	9	12,394.20	556.15	1.5600	7.00%		10
11	10	13,029.80	635.60	1.6400	8.00%		11
12							12
13							13
14							14
15							15
16	15	13,268.15	238.35	1.6700	3.00%		16
17							17
18							18
19							19
20							20
21	20	13,506.50	238.35	1.7000	3.00%		21
22							22

*Based on Permanent Certification Plus 10 Hours

6/7/71

SCHOOL DISTRICT Kelloggsville Public Schools
 Salary Schedule: Education Level Master
 Experience Allowed Teachers Entering System: _____

No. 140-KEL
4 of 7 Sch.

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$7,945.00	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,739.50		1.1000			1
2	1	9,057.30	317.80	1.1400	4.00%		2
3	2	9,375.10	317.80	1.1800	4.00%		3
4	3	9,692.90	317.80	1.2200	4.00%		4
5	4	10,090.15	397.25	1.2700	5.00%		5
6	5	10,487.40	397.25	1.3200	5.00%		6
7	6	10,964.10	476.70	1.3800	6.00%		7
8	7	11,440.80	476.70	1.4400	6.00%		8
9	8	11,996.95	556.15	1.5100	7.00%		9
10	9	12,553.10	556.15	1.5800	7.00%		10
11	10	13,188.70	635.60	1.6600	8.00%		11
12							12
13							13
14							14
15							15
16	15	13,585.95	397.25	1.7100	5.00%		16
17							17
18							18
19							19
20							20
21	20	13,983.20	397.25	1.7600	5.00%		21
22							22

SCHOOL DISTRICT Kelloggsville Public Schools No. 140-KEL
 Salary Schedule: Education Level Master+10 5 of 7 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$7,945.00	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,977.85		1.1300			1
2	1	9,295.65	\$317.80	1.1700	4.00%		2
3	2	9,613.45	317.80	1.2100	4.00%		3
4	3	9,931.25	317.80	1.2500	4.00%		4
5	4	10,328.50	397.25	1.3000	5.00%		5
6	5	10,725.75	397.25	1.3500	5.00%		6
7	6	11,202.45	476.70	1.4100	6.00%		7
8	7	11,679.15	476.70	1.4700	6.00%		8
9	8	12,235.30	556.15	1.5400	7.00%		9
10	9	12,791.45	556.15	1.6100	7.00%		10
11	10	13,427.05	635.60	1.6900	8.00%		11
12							12
13							13
14							14
15							15
16	15	13,824.30	397.25	1.74	5.00%		16
17							17
18							18
19							19
20							20
21	20	14,221.55	397.25	1.79	5.00%		21
22							22

6/7/71

SCHOOL DISTRICT Kelloggsville Public Schools No. 140-KEL
 Salary Schedule: Education Level Master+20 6 of 7 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$7,945.00	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 9,216.20		1.1600			1
2	1	9,534.00	\$317.80	1.2000	4.00%		2
3	2	9,851.80	317.80	1.2400	4.00%		3
4	3	10,169.60	317.80	1.2800	4.00%		4
5	4	10,566.85	397.25	1.3300	5.00%		5
6	5	10,964.10	397.25	1.3800	5.00%		6
7	6	11,440.80	476.70	1.4400	6.00%		7
8	7	11,917.50	476.70	1.5000	6.00%		8
9	8	12,473.65	556.15	1.5700	7.00%		9
10	9	13,029.80	556.15	1.6400	7.00%		10
11	10	13,665.40	635.60	1.72	8.00%		11
12							12
13							13
14							14
15							15
16	15	14,062.65	397.25	1.7700	5.00%		16
17							17
18							18
19							19
20							20
21	20	14,459.90	397.25	1.8200	5.00%		21
22							22

SCHOOL DISTRICT Kelloggsville Public Schools
 Salary Schedule: Education Level Specialist
 Experience Allowed Teachers Entering System:

No. 140-KEL
 of 7 Sch.

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$7,945.00	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 9,534.00		1.2000			1
2	1	9,851.80	\$317.80	1.2400	4.00%		2
3	2	10,169.60	317.80	1.2800	4.00%		3
4	3	10,487.40	317.80	1.3200	4.00%		4
5	4	10,884.65	397.25	1.3700	5.00%		5
6	5	11,281.60	397.25	1.4200	5.00%		6
7	6	11,758.90	476.70	1.4800	6.00%		7
8	7	12,235.30	476.70	1.5400	6.00%		8
9	8	12,791.45	556.15	1.6100	7.00%		9
10	9	13,347.60	556.15	1.6800	7.00%		10
11	10	13,983.20	635.60	1.7600	8.00%		11
12							12
13							13
14							14
15							15
16	15	14,380.45	397.25	1.8100	5.00%		16
17							17
18							18
19							19
20							20
21	20	14,777.70	397.25	1.8600	5.00%		21
22							22

SCHOOL DISTRICT Kenowa Hills Public Schools No. 145-KEH
 Salary Schedule: Education Level Bachelor 1 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 8,000	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,000		1.0000			1
2	1	8,300	\$ 300	1.0375	3.75%		2
3	2	8,600	300	1.0750	3.75%		3
4	3	8,950	350	1.1187	4.37%		4
5	4	9,300	350	1.1625	4.37%		5
6	5	9,700	400	1.2125	5.00%		6
7	6	10,100	400	1.2625	5.00%		7
8	7	10,500	400	1.3125	5.00%		8
9	8	10,900	400	1.3625	5.00%		9
10							10
11							11
12							12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

SCHOOL DISTRICT Kenowa Hills Public Schools No. 145-KEH
 Salary Schedule: Education Level AB+18 2 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 8,000	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ ---	---	. ---	---		1
2	1	8,500	\$ 300	1.0625	3.75%		2
3	2	8,800	350	1.1000	4.37%		3
4	3	9,150	350	1.1437	4.37%		4
5	4	9,500	400	1.1875	5.00%		5
6	5	9,900	400	1.2375	5.00%		6
7	6	10,300	400	1.2875	5.00%		7
8	7	10,700	400	1.3375	5.00%		8
9	8	11,100	400	1.3875	5.00%		9
10	9	11,500		1.4375			10
11							11
12							12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

SCHOOL DISTRICT Kenowa Hills Public Schools
 Salary Schedule: Education Level Master
 Experience Allowed Teachers Entering System:

No. 145-KEH

3 of 4 Sch.

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 8,000	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,700	\$300	1.0875	3.75%		1
2	1	9,000		1.1250			2
3	2	9,400	400	1.1750	5.00%		3
4	3	9,850	450	1.2312	5.62%		4
5	4	10,300	450	1.2875	5.62%		5
6	5	10,700	400	1.3375	5.00%		6
7	6	11,100	400	1.3875	5.00%		7
8	7	11,500	400	1.4375	5.00%		8
9	8	11,900	400	1.4875	5.00%		9
10	9	12,400	500	1.5500	6.25%		10
11	10	12,900	500	1.6125	6.25%		11
12	11	13,400	500	1.6750	6.25%		12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

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V-145-3

214

SCHOOL DISTRICT Kenowa Hills Public Schools No. 145-KEH
 Salary Schedule: Education Level MA+18 4 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 8,000	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ ---		---			1
2	1	9,200	\$---	1.1500	---		2
3	2	9,600	400	1.2000	5.00%		3
4	3	10,050	450	1.2562	5.62%		4
5	4	10,500	450	1.3125	5.62%		5
6	5	10,900	400	1.3625	5.00%		6
7	6	11,300	400	1.4125	5.00%		7
8	7	11,700	400	1.4625	5.00%		8
9	8	12,100	400	1.5125	5.00%		9
10	9	12,600	500	1.5750	6.25%		10
11	10	13,100	500	1.6375	6.25%		11
12	11	13,600	500	1.7000	6.25%		12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

SCHOOL DISTRICT Kent City Community Schools No. 150-KEC
 Salary Schedule: Education Level Bachelor 1 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,750	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 7,750		1.0000			1
2	1	7,983	\$233	1.0300	3.00%		2
3	2	8,254	271	1.0650	3.49%		3
4	3	8,641	387	1.1149	4.99%		4
5	4	9,068	427	1.1700	5.50%		5
6	5	9,494	426	1.2250	5.49%		6
7	6	9,920	426	1.2800	5.49%		7
8	7	10,346	426	1.3349	5.49%		8
9	8	10,773	427	1.3900	5.50%		9
10	9	11,199	426	1.4450	5.49%		10
11	10	11,625	426	1.5000	5.49%		11
12							12
13							13
14							14
15							15
16	15	12,051	426	1.5549	5.49%		16
17							17
18							18
19							19
20							20
21	20	12,478	427	1.6100	5.50%		21
22	25	12,904	426	1.6650	5.49%		22

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V-150-1

215a

SCHOOL DISTRICT Kent City Community Schools No. 150-KEC
 Salary Schedule: Education Level BA+15 2 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Expe- rience	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,750	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 7,983		1.0300			1
2	1	8,215	\$232	1.0600	2.99%		2
3	2	8,486	271	1.0949	3.49%		3
4	3	8,874	388	1.1450	5.00%		4
5	4	9,300	426	1.2000	5.49%		5
6	5	9,726	426	1.2549	5.49%		6
7	6	10,153	427	1.3100	5.50%		7
8	7	10,579	426	1.3650	5.49%		8
9	8	11,005	426	1.4200	5.49%		9
10	9	11,431	426	1.4749	5.49%		10
11	10	11,858	427	1.5300	5.50%		11
12							12
13							13
14							14
15							15
16	15	12,284	426	1.5850	5.49%		16
17							17
18							18
19							19
20							20
21	20	12,710	426	1.6400	5.49%		21
22	25	13,136	426	1.6949	5.49%		22
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215b

SCHOOL DISTRICT Kent City Community Schools No. 150-KEC
 Salary Schedule: Education Level Master 3 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,750	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,370		1.0800			1
2	1	8,603	\$233	1.1100	3.00%		2
3	2	8,874	271	1.1450	3.49%		3
4	3	9,261	387	1.1949	4.99%		4
5	4	9,688	427	1.2500	5.50%		5
6	5	10,114	426	1.3050	5.49%		6
7	6	10,540	426	1.3600	5.49%		7
8	7	10,966	426	1.4149	5.49%		8
9	8	11,393	427	1.4700	5.50%		9
10	9	11,819	426	1.5250	5.49%		10
11	10	12,245	426	1.5800	5.49%		11
12	11	12,671		1.6349			12
13							13
14							14
15							15
16							16
17	16	13,098	427	1.6900	5.50%		17
18							18
19							19
20							20
21	21	13,524	426	1.7450	5.49%		21
22	26	13,950	426	1.8000	5.49%		22

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SCHOOL DISTRICT Kent City Community Schools No. 150-KEC
 Salary Schedule: Education Level MA+30 4 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,750	Base Percent Increase	No. of Full and Fraction- al Positions
1	0	\$ 8,990		1.1600		1
2	1	9,223	\$233	1.1900	3.00%	2
3	2	9,571	348	1.2349	4.49%	3
4	3	9,998	427	1.2900	5.50%	4
5	4	10,424	426	1.3450	5.49%	5
6	5	10,850	426	1.4000	5.49%	6
7	6	11,276	426	1.4549	5.49%	7
8	7	11,703	427	1.5100	5.50%	8
9	8	12,129	426	1.5650	5.49%	9
10	9	12,555	426	1.6200	5.49%	10
11	10	12,981	426	1.6749	5.49%	11
12	11	13,408	427	1.7300	5.50%	12
13	12	13,834	426	1.7850	5.49%	13
14						14
15						15
16						16
17						17
18	17	14,260	426	1.8400	5.49%	18
19						19
20						20
21	22	14,686	426	1.8949	5.49%	21
22	27	15,113	427	1.9500	5.50%	22

'20/71

SCHOOL DISTRICT Kentwood Public Schools No. 160-KEW
 Salary Schedule: Education Level Bachelor 1 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,900	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 7,900		1.0000			1
2	1	8,163	\$263	1.0332	3.32%		2
3	2	8,425	262	1.0664	3.31%		3
4	3	8,900	475	1.1265	6.01%		4
5	4	9,375	475	1.1867	6.01%		5
6	5	9,850	475	1.2468	6.01%		6
7	6	10,325	475	1.3069	6.01%		7
8	7	10,800	475	1.3670	6.01%		8
9	8	11,275	475	1.4272	6.01%		9
10	9	11,750	475	1.4873	6.01%		10
11	10	12,225	475	1.5474	6.01%		11
12							12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

10/4/71

SCHOOL DISTRICT Kentwood Public Schools No. 160-KEW
 Salary Schedule: Education Level BA+15 2 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,900	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,025		1.0158			1
2	1	8,288	\$263	1,0491	3.32%		2
3	2	8,550	262	1.0822	3.31%		3
4	3	9,025	475	1.1424	6.01%		4
5	4	9,500	475	1.2025	6.01%		5
6	5	9,975	475	1.2626	6.01%		6
7	6	10,450	475	1.3227	6.01%		7
8	7	10,925	475	1.3829	6.01%		8
9	8	11,400	475	1.4430	6.01%		9
10	9	11,875	475	1.5031	6.01%		10
11	10	12,350	475	1.5632	6.01%		11
12							12
13							13
14							14
15							15
16	15	12,850	500	1.6265	6.32%		16
17							17
18							18
19							19
20	19	13,250	400	1.6772	5.06%		20
21							21
22							22

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SCHOOL DISTRICT Kentwood Public Schools No. 160-KEW
 Salary Schedule: Education Level Master 3 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Expe- rience	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,900	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,698		1.1010			1
2	1	8,938	\$240	1.1313	3.03%		2
3	2	9,223	285	1.1674	3.60%		3
4	3	9,748	525	1.2339	6.64%		4
5	4	10,273	525	1.3003	6.64%		5
6	5	10,798	525	1.3668	6.64%		6
7	6	11,323	525	1.4332	6.64%		7
8	7	11,848	525	1.4997	6.64%		8
9	8	12,373	525	1.5662	6.64%		9
10	9	12,898	525	1.6326	6.64%		10
11	10	13,423	525	1.6991	6.64%		11
12							12
13							13
14							14
15							15
16	15	13,923	500	1.7624	6.32%		16
17							17
18							18
19							19
20	19	14,323	400	1.8130	5.06%		20
21							21
22							22

10/4/71

SCHOOL DISTRICT Kentwood Public Schools No. 160-KEW
 Salary Schedule: Education Level MA+30 4 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,900	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 9,198		1.1643			1
2	1	9,438	\$240	1.1946	3.03%		2
3	2	9,723	285	1.2307	3.60%		3
4	3	10,248	525	1.2972	6.64%		4
5	4	10,773	525	1.3636	6.64%		5
6	5	11,298	525	1.4301	6.64%		6
7	6	11,823	525	1.4965	6.64%		7
8	7	12,348	525	1.5630	6.64%		8
9	8	12,873	525	1.6294	6.64%		9
10	9	13,398	525	1.6959	6.64%		10
11	10	13,923	525	1.7624	6.64%		11
12							12
13							13
14							14
15							15
16	15	14,423	500	1.8256	6.32%		16
17							17
18							18
19							19
20	19	14,823	400	1.8763	5.06%		20
21							21
22							22

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SCHOOL DISTRICT Lowell Area Schools No. 170-LOW
 Salary Schedule: Education Level Bachelor 1 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,800	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 7,800		1.0000			1
2	1	8,112	\$312	1.0400	4.00%		2
3	2	8,424	312	1.0800	4.00%		3
4	3	8,736	312	1.1200	4.00%		4
5	4	9,048	312	1.1600	4.00%		5
6	5	9,438	390	1.2100	5.00%		6
7	6	9,828	390	1.2600	5.00%		7
8	7	10,218	390	1.3100	5.00%		8
9	8	10,608	390	1.3600	5.00%		9
10	9	10,998	390	1.4100	5.00%		10
11	10	11,466	468	1.4700	6.00%		11
12	11	11,856	390	1.5200	5.00%		12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

SCHOOL DISTRICT Lowell Area Schools No. 170-LOW
 Salary Schedule: Education Level BA+15 2 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Expe- rience	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,800	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,000		1.0256			1
2	1	8,320	\$320	1.0666	4.10%		2
3	2	8,640	320	1.1076	4.10%		3
4	3	8,960	320	1.1487	4.10%		4
5	4	9,280	320	1.1897	4.10%		5
6	5	9,680	400	1.2410	5.12%		6
7	6	10,080	400	1.2923	5.12%		7
8	7	10,480	400	1.3435	5.12%		8
9	8	10,880	400	1.3948	5.12%		9
10	9	11,280	400	1.4461	5.12%		10
11	10	11,760	480	1.5076	6.15%		11
12	11	12,160	400	1.5589	5.12%		12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

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SCHOOL DISTRICT Lowell Area Schools No. 170-LOW
 Salary Schedule: Education Level Master 3 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,800	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,400		1.0769			1
2	1	8,736	\$336	1.1200	4.30%		2
3	2	9,072	336	1.1630	4.30%		3
4	3	9,408	336	1.2061	4.30%		4
5	4	9,744	336	1.2492	4.30%		5
6	5	10,164	420	1.3030	5.38%		6
7	6	10,584	420	1.3569	5.38%		7
8	7	11,004	420	1.4107	5.38%		8
9	8	11,424	420	1.4646	5.38%		9
10	9	11,844	420	1.5184	5.38%		10
11	10	12,348	504	1.5830	6.46%		11
12	11	12,768	420	1.6369	5.38%		12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

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SCHOOL DISTRICT Lowell Area Schools No. 170-LOW
 Salary Schedule: Education Level MA+10 4 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,800	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,600		1.1025			1
2	1	8,944	\$344	1.1466	4.41%		2
3	2	9,288	344	1.1907	4.41%		3
4	3	9,632	344	1.2348	4.41%		4
5	4	9,976	344	1.2789	4.41%		5
6	5	10,406	430	1.3341	5.51%		6
7	6	10,836	430	1.3892	5.51%		7
8	7	11,266	430	1.4443	5.51%		8
9	8	11,696	430	1.4994	5.51%		9
10	9	12,126	430	1.5546	5.51%		10
11	10	12,642	516	1.6207	6.61%		11
12	11	13,072	430	1.6758	5.51%		12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

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SCHOOL DISTRICT Rockford Public Schools No. 210-ROC
 Salary Schedule: Education Level Bachelor 1 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Expe- rience	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,900	Base Percent Increase	No. of Full and Fraction- al Positions
1	0	\$ 7,900		1.0000		
2	1	8,050	\$150	1.0189	1.89%	
3	2	8,250	200	1.0443	2.53%	
4	3	8,700	450	1.1012	5.69%	
5	4	9,150	450	1.1582	5.69%	
6	5	9,600	450	1.2151	5.69%	
7	6	10,050	450	1.2721	5.69%	
8	7	10,500	450	1.3291	5.69%	
9	8	10,950	450	1.3860	5.69%	
10	9	11,500	550	1.4556	6.96%	
11						
12						
13						
14						
15						
16						
17						
18						
19						
20						
21						
22						

SCHOOL DISTRICT Rockford Public SchoolsSalary Schedule: Education Level BA+15

Experience Allowed Teachers Entering System: _____

No. 210-ROC2 of 4 Sch.

Level	Expe- rience	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,900	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,150		1.0316			1
2	1	8,300	\$150	1.0506	1.89%		2
3	2	8,500	200	1.0759	2.53%		3
4	3	8,975	475	1.1360	6.01%		4
5	4	9,450	475	1.1962	6.01%		5
6	5	9,925	475	1.2563	6.01%		6
7	6	10,400	475	1.3164	6.01%		7
8	7	10,875	475	1.3765	6.01%		8
9	8	11,350	475	1.4367	6.01%		9
10	9	11,825	475	1.4968	6.01%		10
11	10	12,480	655	1.5797	8.29%		11
12							12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

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SCHOOL DISTRICT Rockford Public SchoolsNo. 210-ROCSalary Schedule: Education Level MA (AB+30)3 of 4 Sch.

Experience Allowed Teachers Entering System:

Level	Experience	Scheduled Salary	Dollar Increase	Factor of Base of \$ 7,900	Base Percent Increase	No. of Full and Fractional Positions	
1	0	\$ 8,600		1.0886			1
2	1	8,750	\$150	1.1075	1.89%		2
3	2	8,950	200	1.1329	2.53%		3
4	3	9,460	510	1.1974	6.45%		4
5	4	9,970	510	1.2620	6.45%		5
6	5	10,480	510	1.3265	6.45%		6
7	6	10,990	510	1.3911	6.45%		7
8	7	11,500	510	1.4556	6.45%		8
9	8	12,010	510	1.5202	6.45%		9
10	9	12,520	510	1.5848	6.45%		10
11	10	13,200	680	1.6708	8.60%		11
12							12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

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SCHOOL DISTRICT Rockford Public Schools No. 210-ROC
 Salary Schedule: Education Level MA+15 4 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Expe- rience	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,900	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,750		1.1075			1
2	1	8,900	\$150	1.1265	1.89%		2
3	2	9,100	200	1.1518	2.53%		3
4	3	9,620	520	1.2177	6.58%		4
5	4	10,140	520	1.2835	6.58%		5
6	5	10,660	520	1.3493	6.58%		6
7	6	11,180	520	1.4151	6.58%		7
8	7	11,700	520	1.4810	6.58%		8
9	8	12,220	520	1.5468	6.58%		9
10	9	12,740	520	1.6126	6.58%		10
11	10	13,490	750	1.7075	9.49%		11
12							12
13							13
14							14
15							15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

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7/2/71

V-210-4

SCHOOL DISTRICT Sparta Area SchoolsNo. 240-SPASalary Schedule: Education Level Bachelor1

of

4

Sch.

Experience Allowed Teachers Entering System:

Level	Experience	Scheduled Salary	Dollar Increase	Factor of Base of \$ 7,850	Base Percent Increase	No. of Full and Fractional Positions
1	0	\$ 7,850		1.0000		
2	1	8,203	\$353	1.0449	4.49%	
3	2	8,556	353	1.0899	4.49%	
4	3	8,910	354	1.1350	4.50%	
5	4	9,263	353	1.1800	4.49%	
6	5	9,616	353	1.2249	4.49%	
7	6	9,970	354	1.2700	4.50%	
8	7	10,362	392	1.3200	4.99%	
9	8	10,833	471	1.3800	6.00%	
10	9	11,304	471	1.4400	6.00%	
11	10	11,775	471	1.5000	6.00%	
12						
13						
14						
15	14	12,168	393	1.5500	5.00%	
16						
17						
18						
19						
20						
21						
22						

8/20/71

271

V-240-1

SCHOOL DISTRICT Sparta Area Schools No. 240-SPA
 Salary Schedule: Education Level AB+15 2 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,850	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,150		1.0382			1
2	1	8,517	\$367	1.0849	4.67%		2
3	2	8,884	367	1.1317	4.67%		3
4	3	9,250	366	1.1783	4.66%		4
5	4	9,617	367	1.2250	4.67%		5
6	5	9,984	367	1.2718	4.67%		6
7	6	10,350	366	1.3184	4.66%		7
8	7	10,758	408	1.3704	5.19%		8
9	8	11,247	489	1.4327	6.22%		9
10	9	11,736	489	1.4950	6.22%		10
11	10	12,225	489	1.5573	6.22%		11
12							12
13							13
14							14
15	14	12,633	408	1.6092	5.19%		15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

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V-240-2

8/20/71

219b

SCHOOL DISTRICT Sparta Area Schools No. 240-SPA
 Salary Schedule: Education Level Master 3 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Expe- rience	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,850	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,450		1.0764			1
2	1	8,830	\$380	1.1248	4.84%		2
3	2	9,210	380	1.1732	4.84%		3
4	3	9,590	380	1.2216	4.84%		4
5	4	9,971	381	1.2701	4.85%		5
6	5	10,351	380	1.3185	4.84%		6
7	6	10,732	381	1.3671	4.85%		7
8	7	11,154	422	1.4208	5.37%		8
9	8	11,661	507	1.4854	6.45%		9
10	9	12,168	507	1.5500	6.45%		10
11	10	12,675	507	1.6146	6.45%		11
12							12
13							13
14							14
15	14	13,098	423	1.6685	5.38%		15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

8/20/71

273

V-240-3

219 c

SCHOOL DISTRICT Sparta Area Schools No. 240-SPA
 Salary Schedule: Education Level MA+20 4 of 4 Sch.
 Experience Allowed Teachers Entering System: _____

Level	Experi- ence	Schedu- led Salary	Dollar Increase	Factor of Base of \$ 7,850	Base Percent Increase	No. of Full and Fraction- al Positions	
1	0	\$ 8,750		1.1146			1
2	1	9,144	\$394	1.1648	5.01%		2
3	2	9,537	393	1.2149	5.00%		3
4	3	9,931	394	1.2650	5.01%		4
5	4	10,325	394	1.3152	5.01%		5
6	5	10,719	394	1.3654	5.01%		6
7	6	11,112	393	1.4155	5.00%		7
8	7	11,550	438	1.4713	5.57%		8
9	8	12,075	525	1.5382	6.68%		9
10	9	12,600	525	1.6050	6.68%		10
11	10	13,125	525	1.6719	6.68%		11
12							12
13							13
14							14
15	14	13,562	437	1.7276	5.56%		15
16							16
17							17
18							18
19							19
20							20
21							21
22							22

8/20/71

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V-240-4

219 d

SECTION W - Salary Schedule Increases for 1971-72

- W- 1 - Contents
- W- 2 -
- W- 3 -
- W- 4 -
- W- 5 -
- W- 6 -
- W- 7 -
- W- 8 -
- W- 9 -
- W-10 -

Pages in This Section Are Numbered by School District
**Listed are the bachelor degree schedule, the masters degree schedule and the highest published schedule.

- W-010 - Grand Rapids
- W-020 - Godwin Heights
- W-025 - Northview
- W-026 - Wyoming
- W-040 - Byron Center
- W-050 - Caledonia
- W-070 - Cedar Springs
- W-080 - Comstock Park
- W-090 - East Grand Rapids
- W-110 - Forest Hills
- W-120 - Godfrey-Lee
- W-130 - Grandville
- W-140 - Kelloggsville
- W-145 - Kenowa Hills
- W-150 - Kent City
- W-160 - Kentwood
- W-170 - Lowell
- W-210 - Rockford
- W-240 - Sparta

Kent Intermediate School District

000-KISD

<u>BACHELOR DEGREE</u>				<u>Dollar Increase</u>	<u>% Inc. of Prev. Yr. Salary</u>	<u>% Inc. of Prev. Yr. Base</u>
<u>Level</u>	<u>70-71 Salary</u>	<u>Level</u>	<u>71-72 Salary</u>			
1	\$ 8,031	2	\$ 8,821	\$ 790	9.83%	9.83%
2	8,339	3	9,148	809	9.70%	10.07%
3	8,647+	4	9,554	906	10.47%	11.28%
4	9,032	5	9,961	929	10.28%	11.56%
5	9,417	6	10,451	1,034	10.98%	12.87%
6	9,879+	7	10,940	1,060	10.72%	13.19%
7	10,342	8	11,347	1,005	9.71%	12.51%
8	10,727	9	11,754	1,027	9.57%	12.78%
9	11,111+	10	12,161	1,049	9.44%	13.06%
10	11,496+	11	12,773	1,276	11.09%	15.88%
11	12,075	11	12,773	698	5.78%	8.69%

MASTER DEGREE

1	8,801+	2	9,637	835	9.48%	10.39%
2	9,110	3	9,961	851	9.34%	10.59%
3	9,417	4	10,369	952	10.10%	11.85%
4	9,802	5	10,777	975	9.94%	12.14%
5	10,188	6	11,265	1,077	10.57%	13.41%
6	10,649+	7	11,754	1,104	10.36%	13.74%
7	11,111+	8	12,161	1,049	9.44%	13.06%
8	11,496+	9	12,570	1,073	9.33%	13.36%
9	11,882+	10	12,977	1,094	9.20%	13.62%
10	12,267+	11	13,587	1,319	10.75%	16.42%
11	12,844+	11	13,587	742	5.77%	9.23%

MASTER DEGREE + 30 HOURS

1	\$ 9,571+	2	\$10,451	\$ 879	9.18%	10.94%
2	9,879+	3	10,776	896	9.06%	11.15%
3	10,187+	4	11,184	996	9.77%	12.40%
4	10,572+	5	11,591	1,019	9.63%	12.68%
5	10,957+	6	12,080	1,122	10.24%	13.97%
6	11,420	7	12,570	1,150	10.07%	14.31%
7	11,882+	8	12,977	1,095	9.21%	13.63%
8	12,267+	9	13,383	1,115	9.08%	13.88%
9	12,652	10	13,791	1,139	9.00%	14.18%
10	13,037	11	14,402	1,365	10.47%	16.99%
11	13,614+	11	14,402	787	5.78%	9.79%

6/14,

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Kent Intermediate School District

SALARY SCHEDULE INCREASES

025-NOV

BACHELOR DEGREE

<u>Level</u>	<u>70-71 Salary</u>	<u>Level</u>	<u>71-72 Salary</u>	<u>Dollar Increase</u>	<u>% Inc. of Prev.Yr. Salary</u>	<u>% Inc. of Prev.Yr. Base</u>
1	\$ 7,500	2	\$ 8,189	\$ 689	9.18%	9.18%
2	7,725	3	8,427	702	9.08%	9.36%
3	7,950	4	8,825	875	11.00%	11.66%
4	8,325	5	9,225	900	10.81%	12.00%
5	8,700	6	9,659	959	11.02%	12.78%
6	9,113	7	10,176	1,063	11.66%	14.17%
7	9,600	8	10,693	1,093	11.38%	14.57%
8	10,088	9	11,289	1,201	11.90%	16.01%
9	10,650	10	11,806	1,156	10.85%	15.41%
10	11,138	11	12,323	1,185	10.63%	15.80%
11	11,625	11	12,323	698	6.00%	9.30%

MASTER DEGREE

1	(8,100)	2	(8,807)	(707)	8.72%	9.42%
2	(8,343)	3	(9,063)	(720)	8.62%	9.60%
3	(8,586)	4	(9,576)	(990)	11.53%	13.20%
4	9,072	5	10,089	1,017	11.21%	13.56%
5	9,558	6	10,688	1,130	11.82%	15.06%
6	10,125	7	11,286	1,161	11.46%	15.48%
7	10,692	8	11,885	1,193	11.15%	15.90%
8	11,259	9	12,569	1,310	11.63%	17.46%
9	11,907	10	13,167	1,260	10.58%	16.80%
10	12,474	11	13,766	1,292	10.35%	17.22%
11	13,041	11	13,766	725	5.55%	9.66%

MASTER DEGREE PLUS 20 HOURS

1	8,400	2	9,116	716	8.52%	9.54%
2	8,652	3	9,381	729	8.42%	9.72%
3	8,904	4	9,912	1,008	11.32%	13.44%
4	9,408	5	10,443	1,035	11.00%	13.80%
5	9,912	6	11,063	1,151	11.61%	15.34%
6	10,500	7	11,682	1,182	11.25%	15.76%
7	11,088	8	12,302	1,214	10.94%	16.18%
8	11,676	9	12,921	1,245	10.66%	16.60%
9	12,264	10	13,541	1,277	10.41%	17.02%
10	12,852	11	14,160	1,308	10.17%	17.44%
11	13,440	11	14,160	720	5.35%	9.60%

Kent Intermediate School District

SALARY SCHEDULE INCREASES

026-WYO

BACHELOR DEGREE

<u>Level</u>	<u>70-71 Salary</u>	<u>Level</u>	<u>71-72 Salary</u>	<u>Dollar Increase</u>	<u>% Inc. of Prev. Yr. Salary</u>	<u>% Inc. of Prev. Yr. Base</u>
1	\$ 7,425.00	2	\$ 8,102.55	\$ 677.55	9.13%	9.13%
2	7,647.75	3	8,495.87	848.12	11.09%	11.42%
3	8,019.00	4	8,889.20	870.20	10.85%	11.72%
4	8,390.25	5	9,282.53	892.28	10.63%	12.02%
5	8,761.50	6	9,754.52	993.02	11.33%	13.37%
6	9,207.00	7	10,305.18	1,098.18	11.93%	14.79%
7	9,726.75	8	10,855.84	1,129.09	11.61%	15.21%
8	10,246.50	9	11,485.16	1,238.66	12.09%	16.68%
9	10,840.50	10	12,271.82	1,431.32	13.20%	19.28%
10	11,583.00	10	12,271.82	688.82	5.95%	9.28%

MASTER DEGREE

1	7,647.75	2	8,417.21	769.46	10.06%	10.36%
2	7,944.75	3	8,810.54	865.79	10.90%	11.66%
3	8,316.00	4	9,282.53	966.53	11.62%	13.02%
4	8,761.50	5	9,833.19	1,071.69	12.23%	14.43%
5	9,281.25	6	10,462.51	1,181.26	12.73%	15.91%
6	9,875.25	7	11,170.50	1,295.25	13.12%	17.44%
7	10,543.50	8	11,878.49	1,334.99	12.66%	17.98%
8	11,211.75	9	12,586.48	1,374.73	12.26%	18.51%
9	11,880.00	10	13,373.14	1,493.14	12.57%	20.11%
10	12,622.50	10	13,373.14	750.64	5.95%	10.11%

MASTER DEGREE+(Bachelor With 60 Hours)

1	7,944.75	2	8,810.54	865.79	10.90%	11.66%
2	8,316.00	3	9,282.53	966.53	11.62%	13.02%
3	8,761.50	4	9,833.19	1,071.69	12.23%	14.43%
4	9,281.25	5	10,462.51	1,181.26	12.73%	15.91%
5	9,875.25	6	11,170.50	1,295.25	13.12%	17.44%
6	10,543.50	7	11,957.16	1,413.66	13.41%	19.04%
7	11,286.00	8	12,743.81	1,457.81	12.92%	19.63%
8	12,028.50	9	13,609.13	1,580.63	13.14%	21.29%
9	12,845.25	10	14,474.45	1,629.20	12.68%	21.94%
10	13,662.00	10	14,474.45	812.45	5.95%	10.94%

6/7/71

Kent Intermediate School District

050-CAL

BACHELOR DEGREE

<u>Level</u>	<u>70-71 Salary</u>	<u>Level</u>	<u>71-72 Salary</u>	<u>Dollar Increase</u>	<u>% Inc. of Prev. Yr. Salary</u>	<u>% Inc. of Prev. Yr. Base</u>
1	\$ 7,350	2	\$ 7,718	\$ 368	5.00%	5.00%
2	7,718	3	8,085	367	4.75%	4.99%
3	8,085	4	8,453	368	4.55%	5.00%
4	8,453	5	8,820	367	4.34%	4.99%
5	8,820	6	9,188	368	4.17%	5.00%
6	9,188	7	9,629	441	4.79%	6.00%
7	9,555	8	10,070	515	5.38%	7.00%
8	9,923	9	10,511	588	5.92%	8.00%
9	10,290	10	10,952	662	6.43%	9.00%
10	10,658	11	11,393	735	6.89%	10.00%
11	11,025	11	11,393	368	3.33%	5.00%

MASTER DEGREE

1	8,000	2	8,400	400	5.00%	5.44%
2	8,400	3	8,800	400	4.76%	5.44%
3	8,800	4	9,200	400	4.54%	5.44%
4	9,200	5	9,600	400	4.34%	5.44%
5	9,600	6	10,000	400	4.16%	5.44%
6	10,000	7	10,480	480	4.80%	6.53%
7	10,400	8	10,960	560	5.38%	7.61%
8	10,800	9	11,440	640	5.92%	8.70%
9	11,200	10	11,920	720	6.42%	9.79%
10	11,600	11	12,400	800	6.89%	10.88%
11	12,000	11	12,400	400	3.33%	5.44%

SALARY SCHEDULE INCREASES

6/7/71

Kent Intermediate School District

SALARY SCHEDULE INCREASES

080-COP

BACHELOR DEGREE

<u>Level</u>	<u>70-71 Salary</u>	<u>Level</u>	<u>71-72 Salary</u>	<u>Dollar Increase</u>	<u>%Inc. of Prev. Yr. Salary</u>	<u>% Inc. of Prev. Yr. Base</u>
1	\$ 7,350	2	\$ 8,022	\$ 672	9.14%	9.14%
2	7,718	3	8,404	686	8.88%	9.33%
3	8,085	4	8,786	701	8.67%	9.53%
4	8,453	5	9,168	715	8.45%	9.72%
5	8,820	5	9,168	348	3.94%	4.73%

MASTER DEGREE

1	\$ 8,085	2	\$ 8,786	701	8.67%	9.53%
2	8,453	3	9,168	715	8.45%	9.72%
3	8,820	4	9,550	730	8.27%	9.93%
4	9,188	5	9,932	744	8.09%	10.12%
5	9,555	6	10,314	759	7.94%	10.32%
6	9,923	7	10,696	773	7.78%	10.51%
7	10,290	8	11,078	788	7.65%	10.72%
8	10,658	9	11,460	802	7.52%	10.91%
9	11,025	10	11,842	817	7.41%	11.11%
10	11,393	11	12,224	831	7.29%	11.30%
11	11,760	11	12,224	464	3.94%	6.31%
11	11,760	15	12,606	846	7.19%	11.51%
15	12,128	15	12,606	478	3.94%	6.50%

MASTER DEGREE PLUS 10 SEMESTER HOURS

1	\$ 8,269	2	\$ 8,977	\$ 708	8.56%	9.63%
2	8,636	3	9,359	723	8.37%	9.83%
3	9,004	4	9,741	737	8.18%	10.02%
4	9,371	5	10,123	752	8.02%	10.23%
5	9,739	6	10,505	766	7.86%	10.42%
6	10,106	7	10,887	781	7.72%	10.62%
7	10,474	8	11,269	795	7.59%	10.81%
8	10,841	9	11,651	810	7.47%	11.02%
9	11,209	10	12,033	824	7.35%	11.21%
10	11,576	11	12,415	839	7.24%	11.41%
11	11,944	11	12,415	471	3.94%	6.40%
11	11,944	15	12,797	853	7.14%	11.60%
15	12,311	15	12,797	486	3.94%	6.61%

Kent Intermediate School District

SALARY SCHEDULE INCREASES
BACHELOR DEGREE

<u>Level</u>	<u>70-71</u> <u>Salary</u>	<u>Level</u>	<u>71-72</u> <u>Salary</u>	<u>Dollar</u> <u>Increase</u>	<u>% Inc. of</u> <u>Prev. Yr.</u> <u>Salary</u>	<u>090-EGR</u> <u>% Inc. of</u> <u>Prev. Yr.</u> <u>Base</u>
1	\$ 7,700	2	\$ 8,424	\$ 724	9.40%	9.40%
2	8,008	3	8,829	821	10.25%	10.66%
3	8,393	4	9,234	841	10.02%	10.92%
4	8,778	5	9,720	942	10.73%	12.23%
5	9,240	6	10,206	966	10.45%	12.54%
6	9,702	7	10,692	990	10.20%	12.85%
7	10,164	8	11,178	1,014	9.97%	13.16%
8	10,626	9	11,664	1,038	9.76%	13.48%
9	11,088	10	12,150	1,062	9.57%	13.79%
10	11,550	11	12,636	1,086	9.40%	14.10%
11	12,012	12	12,717	705	5.86%	9.15%
12	12,089	13	12,798	709	5.86%	9.20%
13	12,166	14	12,879	713	5.86%	9.25%
14	12,243	15	12,960	717	5.85%	9.31%
15	12,320	16	13,041	721	5.85%	9.36%
16	12,397	17	13,122	725	5.84%	9.41%
17	12,474	18	13,203	729	5.84%	9.46%
18	12,551	19	13,284	733	5.84%	9.51%
19	12,628	20	13,365	737	5.83%	9.57%
20	12,705	21	13,446	741	5.83%	9.62%
21	12,782	22	13,527	745	5.82%	9.67%
22	12,859	23	13,608	749	5.82%	9.72%
23	12,936	24	13,689	753	5.82%	9.77%
24	13,013	25	13,770	757	5.81%	9.83%
25	13,090	26	13,851	761	5.81%	9.88%
26	13,167	27	13,932	765	5.80%	9.93%
27	13,244	28	14,013	769	5.80%	9.98%
28	13,321	29	14,094	773	5.80%	10.03%
29	13,398	29	14,094	696	5.19%	9.03%

Kent Intermediate School District

SALARY SCHEDULE INCREASES

090-EGR-2

<u>MASTER DEGREE</u>						
	<u>70-71</u>		<u>71-72</u>		<u>% Inc. of</u>	<u>% Inc. of</u>
<u>Level</u>	<u>Salary</u>	<u>Level</u>	<u>Salary</u>	<u>Dollar</u>	<u>Prev. Yr.</u>	<u>Prev. Yr.</u>
				<u>Increase</u>	<u>Salary</u>	<u>Base</u>
1	\$ 8,470	2	\$ 9,234	\$ 764	9.02%	9.92%
2	8,778	3	9,720	942	10.73%	12.23%
3	9,240	4	10,206	966	10.45%	12.54%
4	9,702	5	10,692	990	10.20%	12.85%
5	10,164	6	11,178	1,014	9.97%	13.16%
6	10,626	7	11,664	1,038	9.76%	13.48%
7	11,088	8	12,150	1,062	9.57%	13.79%
8	11,550	9	12,636	1,086	9.40%	14.10%
9	12,012	10	13,122	1,110	9.24%	14.41%
10	12,474	11	13,689	1,215	9.74%	15.77%
11	13,013	12	13,770	757	5.81%	9.83%
12	13,090	13	13,851	761	5.81%	9.88%
13	13,167	14	13,932	765	5.80%	9.93%
14	13,244	15	14,013	769	5.80%	9.98%
15	13,321	16	14,094	773	5.80%	10.03%
16	13,398	17	14,175	777	5.79%	10.09%
17	13,475	18	14,256	781	5.79%	10.14%
18	13,552	19	14,337	785	5.79%	10.19%
19	13,629	20	14,418	789	5.78%	10.24%
20	13,706	21	14,499	793	5.78%	10.29%
21	13,783	22	14,580	797	5.78%	10.35%
22	13,860	23	14,661	801	5.77%	10.40%
23	13,937	24	14,742	805	5.77%	10.45%
24	14,014	25	14,823	809	5.77%	10.50%
25	14,091	26	14,904	813	5.76%	10.55%
26	14,168	27	14,985	817	5.76%	10.61%
27	14,245	28	15,066	821	5.76%	10.66%
28	14,322	29	15,147	825	5.76%	10.71%
29	14,399	29	15,147	748	5.19%	9.71%

Kent Intermediate School District

SALARY SCHEDULE INCREASES

090-EGR-3

<u>MASTER DEGREE PLUS 45 HOURS</u>				<u>Dollar Increase</u>	<u>% Inc. of Prev. Yr. Salary</u>	<u>% Inc. of Prev. Yr. Base</u>
<u>Level</u>	<u>70-71 Salary</u>	<u>Level</u>	<u>71-72 Salary</u>			
1	\$ 9,625	2	\$10,449	\$ 824	8.56%	10.70%
2	9,933	3	10,935	1,002	10.08%	13.01%
3	10,395	4	11,421	1,026	9.87%	13.32%
4	10,857	5	11,907	1,050	9.67%	13.63%
5	11,319	6	12,393	1,074	9.48%	13.94%
6	11,781	7	12,879	1,098	9.32%	14.25%
7	12,243	8	13,365	1,122	9.16%	14.57%
8	12,705	9	13,851	1,146	9.02%	14.88%
9	13,167	10	14,337	1,170	8.88%	15.19%
10	13,629	11	14,823	1,194	8.76%	15.50%
11	14,091	12	14,904	813	5.76%	10.55%
12	14,168	13	14,985	817	5.76%	10.61%
13	14,245	14	15,066	821	5.76%	10.66%
14	14,322	15	15,147	825	5.76%	10.71%
15	14,399	16	15,228	829	5.75%	10.76%
16	14,476	17	15,309	833	5.75%	10.81%
17	14,553	18	15,390	837	5.75%	10.87%
18	14,630	19	15,471	841	5.74%	10.92%
19	14,707	20	15,552	845	5.74%	10.97%
20	14,784	21	15,633	849	5.74%	11.02%
21	14,861	22	15,714	853	5.73%	11.07%
22	14,938	23	15,795	857	5.73%	11.12%
23	15,015	24	15,876	861	5.73%	11.18%
24	15,092	25	15,957	865	5.73%	11.23%
25	15,169	26	16,038	869	5.72%	11.28%
26	15,246	27	16,119	873	5.72%	11.33%
27	15,323	28	16,200	877	5.72%	11.38%
28	15,400	29	16,281	881	5.72%	11.44%
29	15,477	29	16,281	804	5.19%	10.44%

Kent Intermediate School District

SALARY SCHEDULE INCREASES

120-GOL

<u>BACHELOR DEGREE</u>				<u>Dollar Increase</u>	<u>% Inc. of Prev. Yr. Salary</u>	<u>% inc. of Prev. Yr. Base</u>
<u>Level</u>	<u>70-71 Salary</u>	<u>Level</u>	<u>71-72 Salary</u>			
1	\$ 7,425	2	\$ 8,275	\$ 850	11.44%	11.44%
2	7,796	3	8,669	873	11.19%	11.75%
3	8,168	4	9,063	895	10.95%	12.05%
4	8,539	5	9,457	918	10.75%	12.36%
5	8,910	6	9,851	941	10.56%	12.67%
6	9,281	7	10,482	1,201	12.94%	16.17%
7	9,875	8	11,033	1,158	11.72%	15.59%
8	10,395	9	11,664	1,269	12.20%	17.09%
9	10,989	10	12,294	1,305	11.87%	17.57%
10	11,583	10	12,294	711	6.13%	9.57%
<u>MASTER DEGREE</u>				<u>Dollar Increase</u>	<u>% Inc. of Prev. Yr. Salary</u>	<u>% inc. of Prev. Yr. Base</u>
<u>Level</u>	<u>70-71 Salary</u>	<u>Level</u>	<u>71-72 Salary</u>			
1	8,168	2	9,063	895	10.95%	12.05%
2	8,539	3	9,457	918	10.75%	12.36%
3	8,910	4	9,930	1,020	11.44%	13.73%
4	9,356	5	10,403	1,047	11.19%	14.10%
5	9,801	6	10,876	1,075	10.96%	14.47%
6	10,247	7	11,270	1,023	9.98%	13.77%
7	10,618	8	11,900	1,282	12.07%	17.26%
8	11,212	9	12,610	1,398	12.46%	18.82%
9	11,880	10	13,398	1,518	12.77%	20.44%
10	12,623	10	13,398	775	6.13%	10.43%
10	12,623	15	13,871	1,248	9.88%	16.80%
15	13,068	15	13,871	803	6.14%	10.81%
<u>MASTER DEGREE PLUS 30 HOURS</u>				<u>Dollar Increase</u>	<u>% Inc. of Prev. Yr. Salary</u>	<u>% inc. of Prev. Yr. Base</u>
<u>Level</u>	<u>70-71 Salary</u>	<u>Level</u>	<u>71-72 Salary</u>			
1	8,539	2	9,457	918	10.75%	12.36%
2	8,910	3	9,851	941	10.56%	12.67%
3	9,281	4	10,245	964	10.38%	12.98%
4	9,653	5	10,639	986	10.21%	13.27%
5	10,024	6	11,191	1,167	11.64%	15.71%
6	10,544	7	11,979	1,435	13.60%	19.32%
7	11,286	8	12,767	1,481	13.12%	19.94%
8	12,029	9	13,634	1,605	13.34%	21.61%
9	12,845	10	14,501	1,656	12.89%	22.30%
10	13,662	10	14,501	839	6.14%	11.29%
10	13,662	15	15,053	1,391	10.18%	18.73%
15	14,182	15	15,053	871	6.14%	11.73%

6/7/71

Kent Intermediate School District

SALARY SCHEDULE INCREASES

130-GRV

BACHELOR DEGREE

<u>Level</u>	<u>70-71 Salary</u>	<u>Level</u>	<u>71-72 Salary</u>	<u>Dollar Increase</u>	<u>% Inc. of Prev. Yr. Salary</u>	<u>% Inc. of Prev. Yr. Base</u>
1	\$ 7,500	2	\$ 8,200	\$ 700	9.33%	9.33%
2	7,790	3	8,585	795	10.20%	10.60%
3	8,100	4	8,915	815	10.06%	10.86%
4	8,410	5	9,300	890	10.58%	11.86%
5	8,775	6	9,710	935	10.65%	12.46%
6	9,160	7	10,145	985	10.75%	13.13%
7	9,570	8	10,600	1,030	10.76%	13.73%
8	10,000	9	11,075	1,075	10.75%	14.33%
9	10,450	10	11,555	1,105	10.57%	14.73%
10	10,900	11	12,030	1,130	10.36%	15.06%
11	11,350	11	12,030	680	5.99%	9.06%
11	11,350	16	12,295	945	8.32%	12.60%
16	11,600	16	12,295	695	5.99%	9.26%
16	11,600	21	12,560	960	8.27%	12.80%
21	11,850	21	12,560	710	5.99%	9.46%

MASTER DEGREE

1	8,200	2	8,900	700	8.53%	9.33%
2	8,475	3	9,330	855	10.08%	11.40%
3	8,800	4	9,750	950	10.79%	12.66%
4	9,200	5	10,190	990	10.76%	13.20%
5	9,615	6	10,625	1,010	10.50%	13.46%
6	10,025	7	11,075	1,050	10.47%	14.00%
7	10,450	8	11,555	1,105	10.57%	14.73%
8	10,900	9	12,005	1,105	10.13%	14.73%
9	11,325	10	12,540	1,215	10.72%	16.20%
10	11,830	11	13,100	1,270	10.73%	16.93%
11	12,325	12	13,600	1,275	10.34%	17.00%
12	12,800	12	13,600	800	6.25%	10.66%
12	12,800	17	14,010	1,210	9.45%	16.13%
17	13,185	17	14,010	825	6.25%	11.00%
17	13,185	22	14,415	1,230	9.32%	16.40%
22	13,570	22	14,415	845	6.22%	11.26%
22	13,570	27	14,825	1,255	9.24%	16.73%

10/7/71

Kent Intermediate School District

SALARY SCHEDULE INCREASES

130-GRV-2

<u>MASTER DEGREE PLUS 30 HOURS</u>				<u>Dollar Increase</u>	<u>% Inc. of Prev. Yr. Salary</u>	<u>% Inc. of Prev. Yr. Base</u>
<u>Level</u>	<u>70-71 Salary</u>	<u>Level</u>	<u>71-72 Salary</u>			
1	\$ 8,830	2	\$ 9,570	\$ 740	8.38%	9.86%
2	9,105	3	10,000	895	9.82%	11.93%
3	9,430	4	10,420	990	10.49%	13.20%
4	9,830	5	10,860	1,030	10.47%	13.73%
5	10,245	6	11,295	1,050	10.24%	14.00%
6	10,655	7	11,745	1,090	10.22%	14.53%
7	11,080	8	12,225	1,145	10.33%	15.26%
8	11,530	9	12,675	1,145	9.93%	15.26%
9	11,955	10	13,210	1,255	10.49%	16.73%
10	12,460	11	13,770	1,310	10.51%	17.46%
11	12,955	12	14,270	1,315	10.15%	17.53%
12	13,430	12	14,270	840	6.25%	11.20%
12	13,430	17	14,680	1,250	9.30%	16.66%
17	13,815	17	14,680	865	6.26%	11.53%
17	13,815	22	15,085	1,270	9.19%	16.93%
22	14,200	22	15,085	885	6.23%	11.80%
22	14,200	27	15,495	1,295	9.11%	17.26%

10/7/71

W-130-2

Kent Intermediate School District

SALARY SCHEDULE INCREASES

140-KEL

BACHELOR DEGREE

<u>Level</u>	<u>70-71 Salary</u>	<u>Level</u>	<u>71-72 Salary</u>	<u>Dollar Increase</u>	<u>% Inc. of Prev. Yr. Salary</u>	<u>% Inc. of Prev. Yr. Base</u>
1	\$ 7,500.00	2	\$ 8,262.80	\$ 762.80	10.17%	10.17%
2	7,800.00	3	8,580.60	780.60	10.00%	10.40%
3	8,100.00	4	8,898.40	798.40	9.85%	10.64%
4	8,400.00	5	9,295.65	895.65	10.66%	11.94%
5	8,775.00	6	9,692.90	917.90	10.46%	12.23%
6	9,150.00	7	10,169.60	1,019.60	11.14%	13.59%
7	9,600.00	8	10,646.30	1,046.30	10.89%	13.95%
8	10,050.00	9	11,202.45	1,152.45	11.46%	15.36%
9	10,575.00	10	11,758.60	1,183.60	11.19%	15.78%
10	11,100.00	11	12,394.20	1,294.20	11.65%	17.25%
11	11,700.00	11	12,394.20	694.20	5.93%	9.25%
11	11,700.00	16	12,632.55	932.55	7.97%	12.43%
16	11,925.00	16	12,632.55	707.55	5.93%	9.43%
16	11,925.00	21	12,870.90	945.90	7.93%	12.61%
21	12,150.00	21	12,870.90	720.90	5.93%	9.61%

MASTER DEGREE

1	\$ 8,250.00	2	\$ 9,057.30	\$ 807.30	9.78%	10.76%
2	8,550.00	3	9,375.10	825.10	9.65%	11.00%
3	8,850.00	4	9,692.90	842.90	9.52%	11.23%
4	9,150.00	5	10,090.15	940.15	10.27%	12.53%
5	9,525.00	6	10,487.40	962.40	10.10%	12.83%
6	9,900.00	7	10,964.10	1,064.10	10.74%	14.18%
7	10,350.00	8	11,440.80	1,090.80	10.53%	14.54%
8	10,800.00	9	11,996.95	1,196.95	11.08%	15.95%
9	11,325.00	10	12,553.10	1,228.10	10.84%	16.37%
10	11,850.00	11	13,188.70	1,338.70	11.29%	17.84%
11	12,450.00	11	13,188.70	738.70	5.93%	9.84%
11	12,450.00	16	13,585.95	1,135.95	9.12%	15.14%
16	12,825.00	16	13,585.95	760.95	5.93%	10.14%
16	12,825.00	21	13,983.20	1,158.20	9.03%	15.44%
21	13,200.00	21	13,983.20	783.20	5.93%	10.44%

Kent Intermediate School District

SALARY SCHEDULE INCREASES

140-KEL-2

<u>SPECIALIST DEGREE</u>						
	70-71		71-72	Dollar	% Inc. of	% Inc. of
<u>Level</u>	<u>Salary</u>	<u>Level</u>	<u>Salary</u>	<u>Increase</u>	<u>Prev. Yr. Salary</u>	<u>Prev. Yr. Base</u>
1	\$ 9,000.00	2	\$ 9,851.80	\$ 851.80	9.46%	11.35%
2	9,300.00	3	10,169.60	869.60	9.35%	11.59%
3	9,600.00	4	10,487.40	887.40	9.24%	11.83%
4	9,900.00	5	10,884.65	984.65	9.94%	13.12%
5	10,275.00	6	11,281.60	1,006.60	9.79%	13.42%
6	10,650.00	7	11,758.90	1,108.90	10.41%	14.78%
7	11,100.00	8	12,235.30	1,135.30	10.22%	15.13%
8	11,550.00	9	12,791.45	1,241.45	10.74%	16.55%
9	12,075.00	10	13,347.60	1,272.60	10.53%	16.96%
10	12,600.00	11	13,983.20	1,383.20	10.97%	18.44%
11	13,200.00	11	13,983.20	783.20	5.93%	10.44%
11	13,200.00	16	14,380.45	1,180.45	8.94%	15.73%
16	13,575.00	16	14,380.45	805.45	5.93%	10.73%
16	13,575.00	21	14,777.70	1,202.70	8.85%	16.03%
21	13,950.00	21	14,777.70	827.70	5.93%	11.03%

Kent Intermediate School District

SALARY SCHEDULE INCREASES

145-KEH

BACHELOR DEGREE

<u>70-71</u>		<u>71-72</u>		<u>Dollar Increase</u>	<u>% Inc. of Prev. Yr. Salary</u>	<u>% Inc. of Prev. Yr. Base</u>
<u>Level</u>	<u>Salary</u>	<u>Level</u>	<u>Salary</u>			
1	\$ 7,600	2	\$ 8,300	\$ 700	9.21%	9.21%
2	7,900	3	8,600	700	8.86%	9.21%
3	8,200	4	8,950	750	9.14%	9.86%
4	8,500	5	9,300	800	9.41%	10.52%
5	8,800	6	9,700	900	10.22%	11.84%
6	9,100	7	10,100	1,000	10.98%	13.15%
7	9,400	8	10,500	1,100	11.70%	14.47%
8	9,700	9	10,900	1,200	12.37%	15.78%
9	10,000	9	10,900	900	9.00%	11.84%

MASTER DEGREE

1	8,200	2	9,000	800	9.75%	10.52%
2	8,500	3	9,400	900	10.58%	11.84%
3	8,800	4	9,850	1,050	11.93%	13.81%
4	9,200	5	10,300	1,100	11.95%	14.47%
5	9,600	6	10,700	1,100	11.45%	14.47%
6	10,000	7	11,100	1,100	11.00%	14.47%
7	10,400	8	11,500	1,100	10.57%	14.47%
8	10,800	9	11,900	1,100	10.18%	14.47%
9	11,200	10	12,400	1,200	10.71%	15.78%
10	11,600	11	12,900	1,300	11.20%	17.10%
11	12,000	12	13,400	1,400	11.66%	18.42%
12	12,400	12	13,400	1,000	8.06%	13.15%
13	12,800	12	13,400	600	4.68%	7.89%

MASTER DEGREE PLUS 18 SEMESTER HOURS (MA Schedule for 70-71)

1	8,200	2	9,200	1,000	12.19%	13.15%
2	8,500	3	9,600	1,100	12.94%	14.47%
3	8,800	4	10,050	1,250	14.20%	16.44%
4	9,200	5	10,500	1,300	14.13%	17.10%
5	9,600	6	10,900	1,300	13.54%	17.10%
6	10,000	7	11,300	1,300	13.00%	17.10%
7	10,400	8	11,700	1,300	12.50%	17.10%
8	10,800	9	12,100	1,300	12.03%	17.10%
9	11,200	10	12,600	1,400	12.50%	18.42%
10	11,600	11	13,100	1,500	12.93%	19.73%
11	12,000	12	13,600	1,600	13.33%	21.05%
12	12,400	12	13,600	1,200	9.67%	15.78%
13	12,800	12	13,600	2800	6.25%	10.52%

7/2/71

W-145

229

Kent Intermediate School District

SALARY SCHEDULE INCREASES

150-KEC

BACHELOR DEGREE

<u>Level</u>	<u>70-71 Salary</u>	<u>Level</u>	<u>71-72 Salary</u>	<u>Dollar Increase</u>	<u>% Inc. of Prev. Yr. Salary</u>	<u>% Inc. of Prev. Yr. Base</u>
1	\$ 7,450	2	\$ 7,983	\$ 533	7.15%	7.15%
2	7,674	3	8,254	580	7.55%	7.78%
3	7,934	4	8,641	707	8.91%	9.48%
4	8,307	5	9,068	761	9.16%	10.21%
5	8,717	6	9,494	777	8.91%	10.42%
6	9,126	7	9,920	794	8.70%	10.65%
7	9,536	8	10,346	810	8.49%	10.87%
8	9,946	9	10,773	827	8.31%	11.10%
9	10,356	10	11,199	843	8.14%	11.31%
10	10,765	11	11,625	860	7.98%	11.54%
11	11,175	11	11,625	450	4.02%	6.04%
11	11,175	16	12,051	876	7.83%	11.75%
16	11,585	16	12,051	466	4.02%	6.25%
16	11,585	21	12,478	893	7.70%	11.98%
21	11,995	21	12,478	483	4.02%	6.48%
21	11,995	26	12,904	909	7.57%	12.20%
26	12,404	26	12,904	500	4.03%	6.71%

MASTER DEGREE

1	\$ 8,046	2	\$ 8,603	\$ 557	6.92%	7.47%
2	8,270	3	8,874	604	7.30%	8.10%
3	8,530	4	9,261	731	8.56%	9.81%
4	8,903	5	9,688	785	8.81%	10.53%
5	9,313	6	10,114	801	8.60%	10.75%
6	9,722	7	10,540	818	8.41%	10.97%
7	10,132	8	10,966	834	8.23%	11.19%
8	10,542	9	11,393	851	8.07%	11.42%
9	10,952	10	11,819	867	7.91%	11.63%
10	11,361	11	12,245	884	7.78%	11.86%
11	11,771	12	12,671	900	7.64%	12.08%
12	12,181	12	12,671	490	4.02%	6.57%
12	12,181	17	13,098	917	7.52%	12.30%
17	12,591	17	13,098	507	4.02%	6.80%
17	12,591	22	13,524	933	7.41%	12.52%
22	13,000	22	13,524	524	4.03%	7.03%
22	13,000	27	13,950	950	7.30%	12.75%
27	13,410	27	13,950	540	4.02%	7.24%

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Kent Intermediate School District

SALARY SCHEDULE INCREASES

150-KEC-2

MASTER DEGREE PLUS 30 SEMESTER HOURS							
1970-71		1971-72		Dollar		% Inc. of	
Level	Salary	Level	Salary	Increase		Prev. Yr. Salary	Prev. Yr. Base
1	\$ 8,642	2	\$ 9,223	\$ 581	6.72%		7.79%
2	8,866	3	9,571	705	7.95%		9.46%
3	9,201	4	9,998	797	8.66%		10.69%
4	9,611	5	10,424	813	8.45%		10.91%
5	10,020	6	10,850	830	8.28%		11.14%
6	10,430	7	11,276	846	8.11%		11.35%
7	10,840	8	11,703	863	7.96%		11.58%
8	11,250	9	12,129	879	7.81%		11.79%
9	11,659	10	12,555	896	7.68%		12.02%
10	12,069	11	12,981	912	7.55%		12.24%
11	12,479	12	13,408	929	7.44%		12.46%
12	12,889	13	13,834	945	7.33%		12.68%
13	13,298	13	13,834	536	4.03%		7.19%
13	13,298	18	14,260	962	7.23%		12.91%
18	13,708	18	14,260	552	4.02%		7.40%
18	13,708	23	14,686	978	7.13%		13.12%
23	14,118	23	14,686	568	4.02%		7.62%
23	14,118	28	15,113	995	7.04%		13.35%
28	14,528	28	15,113	585	4.02%		7.85%

Kent Intermediate School District

SALARY SCHEDULE INCREASES

160-KEW

BACHELOR DEGREE

70-71		71-72		Dollar Increase	% Inc. of Prev. Yr. Salary	% Inc. of Prev. Yr. Base
Level	Salary	Level	Salary			
1	\$ 7,485	2	\$ 8,163	\$ 678	9.05%	9.05%
2	7,748	3	8,425	677	8.73%	9.04%
3	8,010	4	8,900	890	11.11%	11.89%
4	8,273	5	9,375	1,102	13.32%	14.72%
5	8,588	6	9,850	1,262	14.69%	16.86%
6	8,956	7	10,325	1,369	15.28%	18.28%
7	9,376	8	10,800	1,424	15.18%	19.02%
8	9,797	9	11,275	1,478	15.08%	19.74%
9	10,270	10	11,750	1,480	14.41%	19.77%
10	10,690	11	12,225	1,535	14.35%	20.50%
11	11,110	11	12,225	1,115	10.03%	14.89%
12	11,583	11	12,225	642	5.54%	8.57%

MASTER DEGREE

1	\$ 8,238	2	\$ 8,938	\$ 700	8.49%	9.35%
2	8,523	3	9,223	700	8.21%	9.35%
3	8,808	4	9,748	940	10.67%	12.55%
4	9,093	5	10,273	1,180	12.97%	15.76%
5	9,550	6	10,798	1,248	13.06%	16.67%
6	9,949	7	11,323	1,374	13.81%	18.35%
7	10,405	8	11,848	1,443	13.86%	19.27%
8	10,861	9	12,373	1,512	13.92%	20.20%
9	11,374	10	12,898	1,524	13.39%	20.36%
10	11,831	11	13,423	1,592	13.45%	21.26%
11	12,287	11	13,423	1,136	9.24%	15.17%
12	12,800	11	13,423	623	4.86%	8.32%
12	12,800	16	13,923	1,123	8.77%	15.00%
16	13,200	16	13,923	723	5.47%	9.65%
16	13,200	20	14,323	1,123	8.50%	15.00%
20	13,600	20	14,323	723	5.31%	9.65%

Kent Intermediate School District

SALARY SCHEDULE INCREASES

160-KEW-2

<u>MASTER DEGREE PLUS 30 HOURS</u>				<u>Dollar Increase</u>	<u>% Inc. of Prev. Yr. Salary</u>	<u>% Inc. of Prev. Yr. Base</u>
<u>Level</u>	<u>70-71 Salary</u>	<u>Level</u>	<u>71-72 Salary</u>			
1	\$ 8,738	2	\$ 9,438	\$ 700	8.01%	9.35%
2	9,023	3	9,723	700	7.75%	9.35%
3	9,308	4	10,248	940	10.09%	12.55%
4	9,593	5	10,773	1,180	12.30%	15.76%
5	10,050	6	11,298	1,248	12.41%	16.67%
6	10,449	7	11,823	1,374	13.14%	18.35%
7	10,905	8	12,348	1,443	13.23%	19.27%
8	11,361	9	12,873	1,512	13.30%	20.20%
9	11,874	10	13,398	1,524	12.83%	20.36%
10	12,331	11	13,923	1,592	12.91%	21.26%
11	12,787	11	13,923	1,136	8.88%	15.17%
12	13,300	11	13,923	623	4.68%	8.32%
12	13,300	16	14,423	1,123	8.44%	15.00%
16	13,700	16	14,423	723	5.27%	9.65%
16	13,700	20	14,823	1,123	8.19%	15.00%
20	14,100	20	14,823	723	5.12%	9.65%

Kent Intermediate School District

SALARY SCHEDULE INCREASES

170-LOW

BACHELOR DEGREE

<u>70-71</u>		<u>71-72</u>		<u>Dollar Increase</u>	<u>% Inc. of Prev. Yr. Salary</u>	<u>% Inc. of Prev. Yr. Base</u>
<u>Level</u>	<u>Salary</u>	<u>Level</u>	<u>Salary</u>			
1	\$ 7,500	2	\$ 8,112	\$ 612	8.16%	8.16%
2	7,800	3	8,424	624	8.00%	8.32%
3	8,100	4	8,736	636	7.85%	8.48%
4	8,400	5	9,048	648	7.71%	8.64%
5	8,700	6	9,438	738	8.48%	9.84%
6	9,075	7	9,828	753	8.29%	10.04%
7	9,450	8	10,218	768	8.12%	10.24%
8	9,825	9	10,608	783	7.96%	10.44%
9	10,200	10	10,998	798	7.82%	10.64%
10	10,575	11	11,466	891	8.42%	11.88%
11	11,025	12	11,856	831	7.53%	11.08%
12	11,400	12	11,856	456	4.00%	6.08%

MASTER DEGREE

1	\$ 8,100	2	\$ 8,736	\$ 636	7.85%	8.48%
2	8,424	3	9,072	648	7.69%	8.64%
3	8,748	4	9,408	660	7.54%	8.80%
4	9,072	5	9,744	672	7.40%	8.96%
5	9,396	6	10,164	768	8.17%	10.24%
6	9,801	7	10,584	783	7.98%	10.44%
7	10,206	8	11,004	798	7.81%	10.64%
8	10,611	9	11,424	813	7.66%	10.84%
9	11,016	10	11,844	828	7.51%	11.04%
10	11,421	11	12,348	927	8.11%	12.36%
11	11,902	12	12,768	866	7.27%	11.54%
12	12,312	12	12,768	456	3.70%	6.08%

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W-170-1

Kent Intermediate School District

Salary Schedule Increases

170-LOW-2

MASTER DEGREE PLUS 10 HOURS				Dollar Increase	% Inc. of Prev. Yr. Salary	% Inc. of Prev. Yr. Base
Level	70-71 Salary	Level	71-72 Salary			
1	\$ 8,100	2	\$ 8,944	\$ 844	10.41%	11.25%
2	8,424	3	9,288	864	10.25%	11.52%
3	8,748	4	9,632	884	10.10%	11.78%
4	9,072	5	9,976	904	9.96%	12.05%
5	9,396	6	10,406	1,010	10.74%	13.46%
6	9,801	7	10,836	1,035	10.56%	13.80%
7	10,206	8	11,266	1,060	10.38%	14.13%
8	10,611	9	11,696	1,085	10.22%	14.46%
9	11,016	10	12,126	1,110	10.07%	14.80%
10	11,421	11	12,642	1,221	10.69%	16.28%
11	11,902	12	13,072	1,170	9.83%	15.60%
12	12,312	12	13,072	760	6.17%	10.13%

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W-170-2

227.d

Kent Intermediate School District

210-ROC

BACHELOR DEGREE

<u>Level</u>	<u>70-71 Salary</u>	<u>Level</u>	<u>71-72 Salary</u>	<u>Dollar Increase</u>	<u>% Inc. of Prev. Yr. Salary</u>	<u>% Inc. of Prev. Yr. Base</u>
1	\$ 7,500	2	\$ 8,050	\$ 550	7.33%	7.33%
2	7,650	3	8,250	600	7.84%	8.00%
3	7,850	4	8,700	850	10.82%	11.33%
4	8,300	5	9,150	850	10.24%	11.33%
5	8,750	6	9,600	850	9.71%	11.33%
6	9,200	7	10,050	850	9.23%	11.33%
7	9,650	8	10,500	850	8.80%	11.33%
8	10,100	9	10,950	850	8.41%	11.33%
9	10,550	10	11,500	950	9.00%	12.66%
10	11,000	10	11,500	500	4.54%	6.66%

MASTER DEGREE (Also BA+30)

1	8,100	2	8,750	650	8.02%	8.66%
2	8,250	3	8,950	700	8.48%	9.33%
3	8,450	4	9,460	1,010	11.95%	13.46%
4	8,960	5	9,970	1,010	11.27%	13.46%
5	9,470	6	10,480	1,010	10.66%	13.46%
6	9,980	7	10,990	1,010	10.12%	13.46%
7	10,490	8	11,500	1,010	9.62%	13.46%
8	11,000	9	12,010	1,010	9.18%	13.46%
9	11,510	10	12,520	1,010	8.77%	13.46%
10	12,020	11	13,200	1,180	9.81%	15.73%
11	12,555	11	13,200	645	5.13%	8.60%

MASTER DEGREE PLUS 15 SEMESTER HOURS

1	8,250	2	8,900	650	7.87%	8.66%
2	8,400	3	9,100	700	8.33%	9.33%
3	8,600	4	9,620	1,020	11.86%	13.60%
4	9,120	5	10,140	1,020	11.18%	13.60%
5	9,640	6	10,660	1,020	10.58%	13.60%
6	10,160	7	11,180	1,020	10.03%	13.60%
7	10,680	8	11,700	1,020	9.55%	13.60%
8	11,200	9	12,220	1,020	9.10%	13.60%
9	11,720	10	12,740	1,020	8.70%	13.60%
10	12,240	11	13,490	1,250	10.21%	16.66%
11	12,790	11	13,490	700	5.47%	9.33%

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Kent Intermediate School District

SALARY SCHEDULE INCREASES

240-SPA

<u>BACHELOR DEGREE</u>					% Inc. of	% inc. of
<u>Level</u>	<u>70-71</u> <u>Salary</u>	<u>Level</u>	<u>71-72</u> <u>Salary</u>	<u>Dollar</u> <u>Increase</u>	<u>Prev. Yr.</u> <u>Salary</u>	<u>Prev. Yr.</u> <u>Base</u>
1	\$ 7,500	2	\$ 8,203	\$ 703	9.37%	9.37%
2	7,838	3	8,556	718	9.16%	9.57%
3	8,175	4	8,910	735	8.99%	9.80%
4	8,512	5	9,263	751	8.82%	10.01%
5	8,850	6	9,616	766	8.65%	10.21%
6	9,188	7	9,970	782	8.51%	10.42%
7	9,525	8	10,362	837	8.78%	11.16%
8	9,900	9	10,833	933	9.42%	12.44%
9	10,350	10	11,304	954	9.21%	12.72%
10	10,800	11	11,775	975	9.02%	13.00%
11	11,250	11	11,775	525	4.66%	7.00%
11	11,250	15	12,168	918	8.16%	12.24%
15	11,625	15	12,168	543	4.67%	7.24%
<u>MASTER DEGREE</u>						
1	\$ 8,100	2	\$ 8,830	\$ 730	9.01%	9.73%
2	8,465	3	9,210	745	8.80%	9.93%
3	8,829	4	9,590	761	8.61%	10.14%
4	9,194	5	9,971	777	8.45%	10.36%
5	9,558	6	10,351	793	8.29%	10.57%
6	9,922	7	10,732	810	8.16%	10.80%
7	10,287	8	11,154	867	8.42%	11.56%
8	10,692	9	11,661	969	9.06%	12.92%
9	11,178	10	12,168	990	8.85%	13.20%
10	11,664	11	12,675	1,011	8.66%	13.48%
11	12,150	11	12,675	525	4.32%	7.00%
11	12,150	15	13,098	948	7.80%	12.64%
15	12,555	15	13,098	543	4.32%	7.24%

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228a

Kent Intermediate School District

SALARY SCHEDULE INCREASES

240-SPA-2

<u>MASTER DEGREE PLUS 20 SEMESTER HOURS</u>							
<u>Level</u>	<u>70-71</u> <u>Salary</u>	<u>Level</u>	<u>71-72</u> <u>Salary</u>	<u>Dollar</u> <u>Increase</u>	<u>% Inc. of</u> <u>Prev. Yr.</u> <u>Salary</u>	<u>% Inc. of</u> <u>Prev. Yr.</u> <u>Base</u>	
1	\$ 8,400	2	\$ 9,144	\$ 744	8.85%	9.92%	
2	8,778	3	9,537	759	8.64%	10.12%	
3	9,156	4	9,931	775	8.46%	10.33%	
4	9,534	5	10,325	791	8.29%	10.54%	
5	9,912	6	10,719	807	8.14%	10.76%	
6	10,290	7	11,112	822	7.98%	10.96%	
7	10,668	8	11,550	882	8.26%	11.76%	
8	11,088	9	12,075	987	8.90%	13.16%	
9	11,592	10	12,600	1,008	8.69%	13.44%	
10	12,096	11	13,125	1,029	8.50%	13.72%	
11	12,600	11	13,125	525	4.16%	7.00%	
11	12,600	15	13,562	962	7.63%	12.82%	
15	13,020	15	13,562	542	4.16%	7.22%	

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Kent Intermediate School District

STRIKE PLAN

Source: Association of Education Negotiators. AEN Bulletin, February, 1971.

"A Message from John Venditto" - Where is Your Strike Plan?

Strikes are always disruptive and usually benefit no one - individual teacher, teacher organization or the community.

However, an effective negotiation program must include a calculated possibility that a strike may occur, and preparation must be made to render a strike containable, with as little disruption and confusion as possible. Someone should be assigned the responsibility of coordinating the impasse conditions. This person should oversee activities in the following areas:

1. An attorney for the school board should do the necessary preliminary work to effect a court order for teachers to return to work. In all but three states, strikes are illegal under any circumstances.
2. A plan should be devised whereby children can be bussed back to their homes on some regular schedule for the first day. Providing supervision of large groups waiting for the buses is extremely important. The safety and welfare of the children is paramount.
3. A notice to the teachers and a release to press should be distributed if a strike is imminent, stating your position and the reasons for your stand. The union may claim an unfair labor practice when you do, but this is not so.
4. Have the maintenance people check on the heating facilities of each school to make sure furnaces are kept running in the event of a sympathy strike among nonteaching personnel.
5. Make sure oil and fuel tanks are filled before the strike and deliveries of other essential goods are made.
6. Either cancel athletic events or make provisions for them to be held in the absence of coaches.
7. Arrange to cancel the adult education program if striking teachers are involved in this program.
8. Make sure there is a switchboard operator on duty in the administration building.
9. Police should be alerted and assigned to observe picket areas to assure orderly behavior.
10. Refer all calls from the press and other communications media to one person (probably the one who is coordinating all activities). You will thus avoid conflicting statements and be able to control the public relations aspect of the situation.
11. Meet with the teachers' group during the strike.
12. Don't panic.

Kent Intermediate School District

BOARD RIGHTS

Source: Association of Education Negotiators. AEN Bulletin, January, 1971.

"A Message from John Venditto" - The School Board's Right to Run the Schools

Collective negotiations have made serious inroads into the right and obligation of school boards to run the schools. A number of school boards have been tricked into agreeing to maintenance of standards clauses, which unduly restrict the freedom of the school board to adopt and change policy on behalf of its public as the need arises.

Many school boards don't seem to understand that their primary function is to serve the public and the children of the public. Too many school boards seem to forget that schools are built to serve children, not to provide jobs for teachers. In too many instances, school boards have almost turned the school district over to the local teachers' union.

School boards need to be reminded of the "management rights" concept. A number of school boards have found it necessary to negotiate such a rights clause into the negotiated agreement, in order to remind the teachers that the school board does, in fact, run the schools.

An example of such a management rights clause is as follows:

"Except as expressly provided otherwise in this agreement, the determination and administration of school policy, the operation and management of the schools, and the direction of employees are vested exclusively in the board."

Although by law the school board has the rights mentioned in this clause, many boards do not exercise these rights in negotiations. A school board should abide by the terms of the negotiated agreement, but a school board should not agree to an agreement which takes away the board's right to manage the schools.

Kent Intermediate School District

NEA POSITION ON PERFORMANCE CONTRACTING

Source: National Education Association. NEA Reporter, Jan. 22, 1971, Vol. 10, No. 1. Washington, NEA, 1971.

"The NEA believes that no performance contract should be undertaken unless the following conditions are met:

- "1. Teachers must be involved through their local association as a basic condition of the contract. This involvement must extend through the evaluation of the performance of the contract.
- "2. Other measurements in addition to the so-called standardized achievement tests must be used as measures of student learning.
- "3. Learning objectives must be developed with community and professional involvement and must be the basis for the requests for bids on the contract.
- "4. All contracts must include the provision -- the so called "turnkey approach" -- that will make it possible for innovative aspects of the contract to revert to the regular staff and program of the school.
- "5. The contract must provide for the maximum use of school personnel who must be given adequate preparation in the processes related to the contractual objectives.
- "6. All pupils must be under the close supervision of professionally trained and certified personnel.
- "7. Contracts must be limited to genuinely innovative approaches that are neither likely nor possible within the school's program.
- "8. Contracts must not be conflict with negotiated agreements between school boards and local associations and must not violate the established legal rights of teachers.
- "9. Contracts must assure that no performance contractor may profit by virtue of any privileges given to nonprofit educational institutions or agencies under copyright law in order that there be no conflict with NEA's basic position on copyright law revision."

Kent Intermediate School District

Pupil School Support of Parochial Strikes

Source: Educator's Dispatch, Jan. 1, 1971, Vol. 26, No. 8,
Croft Educational Services.

"Suppose lay teachers strike the parochial schools in your district? And they belong to a chartered affiliate of the local public school teachers union? Will your teachers strike in sympathy with the parochial school teachers? Or will they be content to give legal advise, strike preparation help, and financial backing as some unions have done in the past?

"As more and more parochial school teachers organize and become affiliated with larger unions (already parochial school teachers in the Archdiocese of New York, the dioceses of Chicago, Philadelphia, Toledo and San Diego have become affiliated with a national teacher union), their demands for parity in wages, benefits, and working conditions with local public school teachers will grow. And pressure on the unions to obtain these increases may result in sympathy strikes among your teachers.

"The implications of such a situation suggest problems for your district's schools. You will think of others, but two come immediately to mind.

"Public school officials have almost no power over parochial school matters. Therefore superintendents and board of education members would have little to say in settling a parochial school strike that could call their teachers out. (There would be the normal recourse to the courts, but a well financed sympathy strike could close schools for a long time.)

"If parochial school teachers can close public schools over wages and working conditions, the potential threat to close them over other issues (sex education, textbook selection) might become a strong intimidating factor influencing decisions about public schools."

FRINGE BENEFITS

Source: Michigan Education Association. Teacher's Voice,
Jan. 25, 1971, Vol. 48, No. 9, Lansing, MEA. p. 8.

THIS YEAR IT'S
DENTAL CARE

AS A NEGOTIATED BENEFIT



The MEA DENTAL CARE PROGRAM
is endorsed by
The MICHIGAN DENTAL ASSOCIATION
and accepted by 75% of All Michigan Dentists

See your
MEA INSURANCE REPRESENTATIVE



Kent Intermediate School District

QUOTES FROM THE MONTHLY LABOR REVIEW, April, 1971

p. 16 - Percentage of all workers reporting one problem or more in each area:

1. Inadequate fringe benefits	39%
2. Health and safety hazards	38%
3. Transportation to and from work	35%
4. Unpleasant physical working conditions	33%
5. Inconvenient or excessive hours	30%
6. Inadequate income	26%

p. 18 - Percentage of workers wanting additional fringe benefits who cited the benefit as the one they would most like to receive:

1. Health and medical insurance	39%
2. Retirement program	25%
3. Sick leave with pay	10%
4. Paid vacations	5%
5. Life insurance	4%
6. Profit sharing	4%
7. Dental insurance	4%

p. 23 - Fringe Benefits - "The importance that workers attached to fringe benefits, in conjunction with the Bureau of Labor Statistics data concerning the extent to which fringe benefits increasingly constitute real income, suggest that increased attention be paid to the implications of this change in the nature of income. For example, the compounding effect which which nonuniform fringe benefits have on income differentials should receive careful attention. It is also important that the changing nature of income be considered in establishing benefit levels under wage-loss replacement programs such as unemployment insurance and workmen's compensation.

"The fact that substantial numbers of workers do not receive fringe benefits they feel are important suggests that vested and more adequate pension plans, medical, surgical, and hospital insurance, and paid sick leave benefits may be needed."

Above quotes based on national survey of workers from all levels.

p. 31 - "If thwarted in their striving to make real the American Dream by the time they reach middle age, the workers with more education will be the ones more likely to take on the symptoms of alienation, malaise, or discontent."

p. 83 - "Among teachers, the major work dissatisfaction is connected with their salaries. Among those with masters degrees, the job satisfaction related to career objectives has higher congruency. A higher proportion of the masters group, than the undergraduate degree holders, saw their jobs as providing interesting work and expectations of continuing personal growth."

Kent Intermediate School District

ARBITRATION - Federal Mediation and Conciliation Service
Source: Kilberg, William J. "The FMCS and Arbitration Problems and Prospects," Monthly Labor Review, April, 1971, p.40ff

CHANGES IN AVERAGE COST AND AVERAGE TIME CHARGED IN ARBITRATION CASES, 1968-1970

<u>Item</u>	<u>1968</u>	<u>1969</u>	<u>1970</u>
Rate Per Day	\$141.45	\$145.09	\$156.83
Fee Charged	441.87	435.03	457.97
Expenses Charged	71.25	76.03	81.91
Total Charges	513.12	511.06	539.88
Hearing Time Charged (Days)	1.00	.95	.92
Travel Time Charged (Days)	.32	.38	.35
Study Time Charged (Days)	1.75	1.70	1.66
Total Time Charged (Days)	3.07	3.03	2.93
Number of Cases Sampled	600	643	722

AVERAGE NUMBER OF DAYS REQUIRED TO COMPLETE ARBITRATION CASES

<u>Item</u>	<u>1968</u>	<u>1969</u>	<u>1970</u>
Time between filing of grievance and request for panel	77.9	77.6	81.4
Time between requests for data and sending	8.1	9.2	7.8
Time between date list is sent and appointment	40.7	39.9	44.3
Time between appointment and hearing	61.2	63.7	63.1
Time between hearing and award	47.4	50.3	49.0
Total time between request for panel and arbitration award	157.5	163.1	164.2
Number of cases sampled	600	643	722

Kent Intermediate School District

MIDDLE MANAGERS ANNUAL INCOME

Source: "How Much Managers Earn," Administrative Management,
April 1971, p. 49.

	<u>Average</u>	<u>Median</u>
General Accounting Executive	\$16,100	\$15,000
Cost Accounting Executive	14,100	13,200
Manager-Accounts Receivable	11,800	11,800
Manager-Credits & Collections	12,800	12,000
Manager-Electronic Data Processing	16,400	15,600
Manager-Administrative Services	13,500	12,700
Manager-Systems & Procedures	15,500	14,900
Personnel Director or Manager	16,100	15,200
Purchasing Agent	14,200	13,600
Building Superintendent	13,300	12,500
Cafeteria Manager	10,900	10,300
Plant Manager	20,700	19,900
Plant Accounting Manager	14,700	14,400
Plant Industrial Engineer	13,800	13,200
Plant Quality Control Manager	15,100	14,200
Production Superintendent	15,800	15,200
Traffic Executive	13,400	13,000
Warehouse Manager	11,900	11,300
General Foreman	12,500	12,400
Shift Foreman	10,400	10,400

Kent Intermediate School District

PERCENT SALARY INCREASES IN PROFESSIONAL, ADMINISTRATIVE
AND TECHNICAL SUPPORT OCCUPATIONS - 1961 - 1970 (June)

Source: U. S. Department of Labor. "White-Collar Salaries
Rise 6.2 Percent," News Release, Chicago, November 23, 1970.

Group	1961* to 1966	1966 to 1967	1967 to 1968	1968 to 1969	1969 to 1970
Professional, Administra- tive, Techni- cal Support**	3.4%	4.2%	5.5%	5.8%	6.2%
Cumulative Percent	17.0%	21.2%	26.7%	32.5%	38.7%
Clerical	2.7%	4.8%	5.3%	5.5%	6.2%
Cumulative Percent	13.5%	18.3%	23.6%	29.1%	35.3%
TOTAL	3.1%	4.5%	5.4%	5.7%	6.2%
Cumulative Percent	15.5%	20.0%	25.4%	31.1%	37.3%

*Average Annual Percentage Increase for Five Year Period.

**Groups Included: Accountants, Auditors, Chief Accountants,
Attorneys, Buyers, Job Analysts, Directors of Personnel,
Chemists, Engineers, Engineering Technicians, & Drafting

Kent Intermediate School District

AVERAGE STARTING SALARIES PAID IN BUSINESS AND INDUSTRY - 1971
 Source: "The Endicott Survey of College Graduate Hiring,"
 Generation. February, 1971, pp. 42-45, 81.

Field	1968	1969		1970		1971	
	Salary	Salary	Inc.	Salary	Inc.	Salary	Inc.
Account- ing	\$702	\$783	11.5%	\$840	7.3%	\$845	.6%
Business Adm.	630	675	7.1%	677	.3%	695	2.7%
Chem- istry	710	773	8.9%	809	4.7%	826	2.1%
Econ.- Finance	650	692	6.5%	740	6.9%	768	3.8%
Engineer- ing	776	830	7.0%	873	5.2%	885	1.4%
Liberal Arts	614	665	8.3%	682	2.6%	690	1.2%
Math.- Stat.	701	746	6.4%	789	5.8%	806	2.2%
Phy- sics	743	779	4.8%	840	7.8%	852	1.4%
Prod. Mgt.	665	728	9.5%	754	3.6%	776	2.9%
Sales Mgt.	635	674	6.1%	715	6.1%	742	3.8%
AVERAGE	\$683	\$735	7.6%	\$772	5.0%	\$789	2.2%

Kent Intermediate School District

FRINGE BENEFITS - 1969

Source: Chamber of Commerce of the United States. Employee Benefits, 1969. Washington, Chamber, 1970. (Covers 1,115 Companies.)

<u>Item</u>	<u>Percent of Payroll</u>
Total Employee Benefits	27.9%
Legally Required Payments	6.4%
Pensions, Retirement	8.3%
Rest Periods, Lunches, Wash Up, Travel, Clothes Change, Getting Ready	2.9%
Payments for Time Not Worked (Vacations, Sick Leave, Leaves)	8.3%
Other - Bonus, Education, Special Wage Payments, Etc.	2.0%
TOTAL - Cents/Hour	98.3¢
TOTAL - Dollars/Year	\$2,052.00

Of the 1,115 companies reporting in 1969, 146 companies had reported regularly since 1949. The results for these 146 companies follow:

	<u>1949</u>	<u>1951</u>	<u>1953</u>	<u>1955</u>	<u>1957</u>	<u>1959</u>	<u>1961</u>	<u>1963</u>	<u>1965</u>	<u>1967</u>	<u>1969</u>
Total	17.9	20.5	21.3	22.9	24.5	25.6	27.0	28.2	28.0	30.2	31.7
Legal											
Pay.	2.5	3.1	2.9	3.0	3.2	3.7	4.2	4.7	4.3	5.1	5.4
Pensions, Ret.	6.5	6.5	7.2	8.1	8.5	9.1	9.3	9.6	9.9	10.3	10.9
Rest Per. Etc.	1.7	1.8	2.2	2.2	2.4	2.3	2.5	2.6	2.5	3.0	3.1
Time Not Work.	5.8	7.2	7.3	7.7	8.5	8.7	9.2	9.5	9.5	10.0	10.6
Other- Bonus	1.4	1.9	1.7	1.9	1.9	1.8	1.8	1.8	1.8	1.8	1.7
Cents Per Hour	27.0	34.8	40.2	47.1	54.9	62.7	71.1	80.0	86.5	102.1	120.1
Dollars/ Year	547	715	829	978	1134	1289	1468	1660	1802	2107	2498

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MICHIGAN EDUCATION ASSOCIATION

GOALS AND OBJECTIVES*

As adopted by Representative Assembly -
October 17, 1970

GOAL A - TO BUILD AN INDEPENDENT, UNIFIED TEACHING PROFESSION
IN MICHIGAN.

- Objective 1. To enroll 100% of the K-12 public school teachers before September, 1976.
- Objective 2. To enroll a majority of the Civil Service teachers before September, 1973.
- Objective 3. To secure bargaining rights in 15 community colleges before June, 1973.
- Objective 4. To secure bargaining rights in a second four-year institution before June, 1972, and in addition, one of the big three before June, 1974.
- Objective 5. To complete a comprehensive study of the numbers, locations and types of auxiliary teaching personnel (paraprofessionals) and the feasibility of their membership in MEA. Such study to be completed in sufficient time to permit recommended constitutional amendments in the spring of 1972.
- Objective 6. To initiate the study of a revised dues structure to be made available to fully certified substitute and/or part-time teachers. Such study to be completed in sufficient time for recommendations to the spring 1971 Representative Assembly.
- Objective 7. To encourage the involvement of pre-professionals in the programs and activities of the MEA.

*Adopted with direction that primary consideration be given to the improvement of education through professional negotiations and public relations.

GOAL B - TO IMPROVE THE QUALITY OF PROFESSIONAL PRACTICE AND CLASSROOM INSTRUCTION IN MICHIGAN SCHOOLS.

- Objective 1. To assure that every K-12 classroom is staffed with a fully certificated teacher in September, 1971.
- Objective 2. To secure the adoption of a satisfactory Professional Practices Act before June, 1972.
- Objective 3. To provide consultation and clearing house services regarding useful research and curricular designs for minority group children including adequate distribution of multi-ethnic and multi-cultural texts and materials to all children.
- Objective 4. To provide consultation services to assist teachers in identifying and resolving institutional racism in the schools.
- Objective 5. To provide consultation and clearing house services to improve school curriculum and to assure teacher participation in educational decision-making at all levels of instruction, including teacher preparation; to legislate or negotiate the right of teachers to participate in curriculum decision-making.
- Objective 6. To secure the adoption of standards for supervisory teachers and proper enforcement mechanisms before June, 1972.
- Objective 7. To negotiate peer tenure panels in twenty-five bargaining units before June, 1972, and evaluate their operations for two successive years.
- Objective 8. To provide members with learning opportunities in peer evaluation techniques .
- Objective 9. To secure the adoption of legislation which provides for five days of inservice training and 2% of the state aid appropriation for continuing teacher education before June, 1972.
- Objective 10. To commission instructional research and other projects by the departments and affiliated organizations of the MEA.
- Objective 11. To provide members with learning opportunities in classroom use of behavioral objectives.
- Objective 12. To provide consultation and clearing house services regarding relevant research and information on the impact of class size of teacher effectiveness.
- Objective 13. To provide members of the teaching profession with learning experiences in differentiated staffing and its implications.
- Objective 14. To negotiate in bargaining agreements for accelerated employment of qualified staff to work with all children with learning disabilities beginning in the early elementary years.

GOAL C - TO PROTECT AND ADVANCE THE PROFESSIONAL AND ECONOMIC SECURITY OF MEMBERS.

Objective 1. To provide members with comprehensive liability insurance which includes:

- \$100,000 - Bodily Injury Liability
- 5,000 - Property Damage Liability
- 100,000 - Personal Injury Liability
- 100,000 - Liability resulting from faulty advice - first aid
- 1,000 - Attorney's Fees for Criminal Defense
- 5,000 - Bail Bond Fees

Objective 2. To assure equity for MEA members as provided by Constitution, statute, and contract in matters related to their professional employment.

Objective 3. To assure that every local association enjoys the right to engage in good faith collective negotiations as provided by law.

Objective 4. To secure the adoption of comprehensive amendments to the Michigan Public School Employees Retirement Act which provide:

- a) Adequate funding by state to insure actuarial soundness for Michigan Public School Employees Retirement Fund;
- b) A single state retirement system for all Michigan public school teachers;
- c) Retirement benefits which include provisions for adequate increases in benefits to cover increases in costs of living;
- d) That retirement age for teachers in Michigan may be at age 60 or after 30 years of accumulated teaching, whichever comes first, and further that retirement benefits in (c) above shall not decrease due to a lower retirement age after 30 years of accumulated teaching.

Such legislation to be enacted in part each year until fully achieved in June, 1965.

Objective 5. To study the need for and legal ramifications of negotiations on a service unit basis in areas of common contract provisions.

GOAL D - TO CONSTANTLY IMPROVE THE FINANCIAL BASE FOR PUBLIC EDUCATION IN MICHIGAN.

Objective 1. To secure the adoption of an omnibus state and bill which provides:

- a) graduated income tax as a major source of revenue;
- b) uniform property assessment practices;
- c) full equalization;
- d) no limits on local supplementary millage;
- e) monies to establish programs for perceptually handicapped children and all children with learning disabilities at the elementary school level;
- f) such other specifications as are adopted by the Representative Assembly and/or the Board of Directors.

This MEA bill to be introduced in 1971 and fully adopted before June, 1973.

Objective 2. To supplement NEA's efforts to achieve broad, general federal support for the public schools.

Objective 3. To diligently resist the diversion of public funds to non-public schools.

Objective 4. To secure legislation mandating community college districts covering every resident of the state.

GOAL E - TO PROVIDE LEADERSHIP FOR LOCAL AFFILIATES, EDUCATORS AND BOARDS OF EDUCATION IN SOLVING CONTEMPORARY SOCIAL PROBLEMS AND IN PROTECTING THE CIVIL AND HUMAN RIGHTS OF EDUCATORS AND STUDENTS.

- Objective 1. To provide members and affiliates with consultation services regarding intergroup relations, interpersonal relations, conflict management and crisis intervention.
- Objective 2. To provide training for educational leaders in crisis prevention through responsive schools.
- Objective 3. To develop and disseminate guidelines for practical school policies to mitigate conflict and prevent disruptive crises.
- Objective 4. To develop and recommend, legislate, or negotiate opportunities for inter-district exchanges of teachers and students which provide for instructive inter-group experiences.
- Objective 5. To develop and recommend, legislate, or negotiate opportunities for international exchanges of teachers and students which provide for instructive international experiences.

COAL F - TO INCREASE THE EFFECTIVENESS OF EDUCATOR'S INFLUENCE
ON PUBLIC AFFAIRS AND PUBLIC OPINION.

- Objective 1. To encourage the effective participation of MEA members in public affairs.
- Objective 2. To educate MEA members regarding their rights and opportunities as citizens in the operations of political parties and in the elective proceeds of the state.
- Objective 3. To provide local associations with consultations in developing comprehensive public relations programs.
- Objective 4. To cultivate increased public exposure of MEA as an expert and public-spirited voice on school problems.
- Objective 5. To maintain continuous and effective relationships with other associations of educators (MASA, MAESP, MASSP, etc.)
- Objective 6. To maintain continuous and effective relationships with lay organizations (MASB, MAP, MCPT, CAPE, Farm Bureau, etc.)
- Objective 7. To maintain continuous and effective relationships with the legislature, the Governor, the State Board of Education, and other governmental agencies.

Goals and Objectives - Page 7

GOAL G - TO MAINTAIN A NETWORK OF EFFECTIVE LOCAL AFFILIATES
AND MEMBERS.

- Objective 1. To provide comprehensive, general administrative, consultative and representative services for local affiliates and members.
- Objective 2. To train local leaders in organizational and leadership skills.
- Objective 3. To provide regular and comprehensive communication to the members and leaders on the activities of MEA.

Goals and Objectives - Page 8

GOAL H - TO MAINTAIN AN EFFECTIVE AND RESPONSIVE SYSTEM OF ORGANIZATIONAL GOVERNANCE AND CONTROL.

- Objective 1. To study the role of the Region and District and their changing relationships to the state and local associations under Uniserv.
- Objective 2. To study the possible development of service unit coordinating council treasuries to support their activities.

MEA CALENDAR, STRATEGY AND BARGAINING EMPHASIS

1971

Bargaining Calendar and Strategy

- | | |
|--|-------------|
| A. Actively begin at-the-table bargaining. | - APRIL |
| B. Continue bargaining and put pressure on speeding up the pace --
<u>get rid of the fat in our proposals</u> and get board into position
of Yes or No on our priority demands. | - MAY |
| C. Drive into stretch with rapid, hard negotiation to either reach
agreement or impasse by time school is out. When impasse is
reached, call for mediation. | - JUNE |
| D. Exhaust mediation (few issues) or suspend negotiations for
portion of | - JULY |
| E. <u>Get fact finding petitions in by the first of</u>
Be prepared and present fact finding this month, PN Consultants
should be planning to present most of these cases. It is further
recommended that a local education association <u>adopt no public</u>
<u>position prior to receipt of the fact finder's report which</u>
<u>would bind them to accepting the report.</u> Neither should the
<u>education association be the first to announce that they will</u>
<u>accept in total a fact finder's report,</u> since this leaves the
board open to a new basis for negotiating downward. If a
board agrees to accept the fact finder's report first after
receipt of same, and the local association can buy the report,
then agreement would be advised. | - AUGUST |
| F. <u>Strike--Where agreement cannot be reached by 9/1/71, withhold-</u>
<u>ing of services on a "no contract-no work" basis will go into</u>
<u>effect. Last year's good faith return to school and continue</u>
<u>bargaining was not successful. Teachers need to take pre-</u>
<u>cautionary economic steps during the summer for a delay in</u>
<u>school opening of four weeks or longer.</u> | - SEPTEMBER |
| G. Establish two or three hard core area goals and negotiate toward
them on a calendar timetable. | |
| H. Implement as time, money and personnel permit on an experi-
mental basis:

1. Pre-negotiation Fact Finding (both sides present position
to paid fact finder. Following receipt of his report,
parties bargain to bring about desirable modifications.
Any areas still in dispute by August 25th will be adopted
as recommended by fact finder.) | |

2. Pre-negotiation County Terminology Meeting (Stan Hecker meet with several units in a given area. Establishment, understanding, and agreement on common facts and terms; unveiling of all that is possible. Agree on facts, then negotiate.
3. Target District (Identify and concentrate. Criteria for selection: ability to pay, strong unit - - ready to strike, Bad or good contract, outside of easy teacher supply area. Pick 5 or 6 and assign best PN Consultants.)
4. Hire summer negotiation specialists and assign them to the opposite side of the table where problematic board negotiators are employed and identified for this purpose. Some examples that could be used:

a. Combs b. Keller, Jr. c. Luce	d. Grover e. Maatsch f. Nordberg and others still to be determined.
---	---

Bargaining Emphasis

- A. Concentration on fringe benefits. Substantial economic gains are at least noticeable to the public in this area.
- B. Agency Shop and Grievance Arbitration continue as high priority items for negotiation.
- C. Propose serious consideration of more two (2) year agreements with economics locked up for both years.
- D. Limit bargaining as to number of issues that go on the table. Six (6) should be enough on a one year effort.
- E. Must insist on salary improvements even in the face of staff and program cuts. Any staff reductions should be made on the basis of seniority.
- F. Major Issues for Possible MEA Official Adoption:
 1. Salary
 2. Agency Shop
 3. Binding Grievance Arbitration
 4. Layoff Formula
 5. Probationary discharge - Arbitration
 6. Class Size
 7. Teacher protection from Assault

Administration and Staff Resources

- A. The fieldman will be the primary source of authority in regard to negotiation.
- B. PN Consultants will work through direct assignment by fieldman.
- C. Fieldman will need to be no less trained and familiar with all negotiation areas than PN Consultants.

- D. Fieldman must be consulted no less than two weeks prior to a local unit determination to strike.
1. Fieldman must then explore all possibilities with unit and be sure membership understands all ramifications.
 2. The local association will properly be the body which shall ultimately make a decision on a strike. If such a decision is made, MEA will assist with all help available. Field representatives shall have the responsibility of seeing that local leaders and membership prior to making any strike action. MEA Headquarters personnel and legal counsel will be available when and where necessary in their completion of this role.
- E. Recognize that N.E.A. strike help will be very limited this year.
They will be busy in Illinois.
- F. Local executive directors are generally not available to assist outside of their unit except on a sporadic basis.

Kent Intermediate School District

PURCHASING POWER OF THE DOLLAR

Source: Conference Board, Road Maps of Industry. No. 1663, April 1, 1971.

	Income Level		
	\$ 3,000	\$ 5,000	\$10,000
1949 Gross Income			
Less: Income & Social Security Taxes	63	344	1,112
Net Income After Taxes	\$ 2,937	\$ 4,656	\$ 8,888
Taxes as Percent of Income	2.10%	6.88%	11.12%

	Income Needed in 1971 to Produce Net		
	\$ 5,475	\$ 8,964	\$17,335
1971 Gross Income			
Less Income & Social Security Taxes	574	1,195	2,504
Less: Lost Purchasing Power	1,964	3,113	5,943
Net Income After Taxes & P.P.	\$ 2,937	\$ 4,656	\$ 8,888
Taxes as Percent of Income	10.48%	13.33%	14.44%
Inflation as Percent of Income	35.87%	34.73%	34.28%

Note: Federal Income and Social Security taxes are computed for a married couple with two children. No Allowance is made for other taxes -- local, state or federal. Deductions are based on averages. Inflation is based on Consumer Price Index for December 1970. Tax rates are those in force for 1971.

ASB

71 Negotiations Newsletter No. 1

1019 Trowbridge Road
East Lansing, Michigan 48823
Telephone: 517-351-6900
May 14, 1971

RECEIVED

MAY 17 1971

BOARD - TEACHER NEGOTIATIONS--1971 STYLE

KENT INTERMEDIATE SCHOOLS

BOARD MEMBER, CHIEF ADMINISTRATOR AND CHIEF NEGOTIATOR IMPORTANT READING

During the last few weeks we have received innumerable requests from Boards of Education, Superintendents and Chief Negotiators for help in developing possible "demands" which Boards can be making at the bargaining table this year. All of us connected with education recognize the severe tightness of the educational dollar and the "over supply" of unemployed competent teachers. We also are aware of the large group of disillusioned parents, taxpayers and legislators who have been providing greatly expanded annual dollar increases and are now demanding evidence of any greater productivity.

Many of the ideas for the demands we will list reflect some of the concerns and expectations of boards and administrators we have talked with across the State. Other items will be included which will countermand those found in "this year's MEA Sample Master Agreement."

We find that local Boards are earnestly grappling with some of the serious problems dealing with productivity, greater accountability and discipline of the errant employee. We are also finding some teachers have similar concerns. Some of the other ideas expressed herein will be included because we believe them to be or not be properly negotiable or they may provide a proper "balance" to items found in many current contracts. In this later vein, recent court cases relative to contract enforcement have ruled in favor of school districts when the local contracts have included requirements of "responsibilities" with the "right" gained in the negotiated contract. In other words, the old adage of "every right has a built-in responsibility" holds. Except we have to spell them out more specifically in our contracts.

We have found from past experience that it is impractical for us, the MASB, to develop exact or proper wordage for a specific "demand" which will fit all contracts. We may talk about an idea, concept or principle here but because "local" contract wordage varies widely across the State and specific provisions, exemptions, etc., may be found in other parts of local contracts, it is dangerous for us to develop exact wordage. In other words, one section of a local contract may give something; another section in another part of the contract may include a provision to exclude the same benefit plus other benefits if certain general conditions are not met; while in another contract the exclusions appear in the same paragraph as the "giving" clause.

Local districts may or may not use the ideas presented here. We will be happy to review any of your wordage on the enclosed concepts or any other items before your final draft, however. As one final note, any suggestions made herein are made for the purpose of being informational to local boards.

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(As best we can, we will attempt to categorize the areas under discussion to coincide with most local contract topics.)

1. RECOGNITION - There are indications that attempts will be made by the MEA to expand the jurisdiction of the "master contract" to include "all certified or professional personnel whether under contract, on leave, or on a per diem, hourly or class rate basis." (1)

(a) The bargaining unit was established at the time of your regional "election". Changes ought to go through the Michigan Employment Relations Commission. As another point, the above wordage could include any person who is employed by the board to do almost any task (Plumbers, electricians, etc.) as long as he is considered a "professional" or has a "certificate". It is questionable to assume that the person has to function in the capacity of his certificate of profession. Further, should substitute teachers' pay be a part of the master contract?

(1) MEA Sample Contract - 1971

2. ASSOCIATION & TEACHER RIGHTS:

(a) Most contracts mention "association and teacher rights". Wherever the word "rights" is mentioned, the additional word "and responsibilities" should be appropriately inserted. Usually, contracts define rights in considerable detail. Responsibilities should also be carefully defined in similar detail.

(b) Most unions admonish boards not to discriminate because of race, creed, color, etc. If boards have such contract clauses now they may wish to require unions not to discriminate its membership for the above reasons too (especially if there is an agency shop), and also, refuse membership to an applicant member because of his former union or "ununion" like activity (like refusal to strike, cross picket lines, etc.)

(c) Board of Education Agenda. MEA sample contract suggests the local MEA group be first on the agenda of every board meeting. Boards of Education should retain the right to establish total agenda of board meetings and the position of agenda items which appear on the agenda. In any event, unions on the agenda "first" would open their nonforum to discuss all the other items on the agenda.

3. PROFESSIONAL DUES: Agency Shop, Etc. If boards provide agency shop privileges, extreme care must be taken to protect the Board of Education from libelous action. We suggest adequate legal counsel from labor attorneys be sought to assure proper protection for local boards. The union should be held liable for all possible litigation and damages.

4. TEACHING SUPPLIES, EQUIPMENT, ETC.: If a board sees fit to include wordage to provide supplies, equipment, etc. (the advisability of such inclusions may be questionable) then a counter-demand should include the requirement that acceptable evidence be submitted by the teachers involved that such materials have been properly and adequately used to justify the need for the materials, etc. Boards are becoming very critical of the practice of expensive materials and equipment being requested and purchased but not adequately or sufficiently used to warrant the investment.

5. PROFESSIONAL QUALIFICATIONS AND ASSIGNMENTS: The determination of the qualifications and assignments of teachers should remain the responsibility of the Board as presently designated by state law. Some existing contracts do have elaborate systems of assignments, etc. Care should be taken if Boards do commit themselves to some type of assignment procedures. Many local problems arose this year because contracts allowed long-tenured teachers with no experience or no recent experience in a teaching area to be able to "bump" very effective, recently trained teachers who were currently in the position.

6. ILLNESS AND DISABILITY, PERSONAL PROFESSIONAL LEAVES, ETC.: This feature is becoming more and more expensive due to many liberal features that have been incorporated in many contracts. The recent April (1971) Journal of the MASB has some interesting data. "Personal and Professional Leave Days" without sufficiently defined reasons for absence is costing some boards considerably more money than anticipated. Illustration--Some teachers have used unexplained "personal leave and personal business days" to picket a neighboring school district.

There is also a movement by the unions for teachers to request a "sick leave-no charge" for such sickness as mumps, scarlet fever, measles and small pox.

Leaves with full pay are also being requested for teachers who are asked to testify in arbitration or fact finding cases. Perhaps Boards might consider pay when teachers are requested by the Board on the Board's behalf to appear, otherwise the union would be expected to pay.

7. LEAVES OF ABSENCE: (The MEA is recommending 5 years) Some Boards who have granted more than one year leave of absences or "renewable" leaves of absence are finding themselves with the "fill in" teacher also on tenure. Serious legal entanglements are resulting.

8. PREGNANCY:

(a) Some Boards have found teachers who have failed to notify the Board of Education regarding pregnancy. Set times for termination should be established. Although some present contracts do not include penalty for such failure, contracts should include penalties to protect students from inefficiency and ineffective teaching due to complications many times arising from pregnancy.

(b) The MEA is requesting boards maintain health insurance benefits for a year while teacher is on maternity leave. We have questioned the Department of Education. It is their opinion that it is illegal for a board to provide from district funds insurance for anyone who is not on the current payroll of the Board.

9. ACADEMIC FREEDOM: If a board includes this item in the contract an additional paragraph ought to be inserted which would require the teacher to present, or have presented, both sides of a controversial issue. As a "for instance," evidence has shown that after school board/union confrontations--some teachers have used the classroom as a forum to tell "their side" of the problem. Recent court decisions have ruled that in "contracts" which require both sides of an issue to be presented, and this is not done, the teacher can be subject to discipline up to and including dismissal. Without this "responsibility clause" boards may be "hard put" to stop such questionable action on the part of the employee.

10. TEACHER EVALUATION AND PROGRESS:

- (a) At the present time, most labor lawyers agree that it is very questionable to allow a probationary teacher to grieve as per grievance procedure over failure to rehire. The law does not require this. We know of at least two instances where the time element of the grievance procedure and binding arbitration clause technicalities gave an unsatisfactory teacher tenure. The school district could not comply with the time requirement deadlines of the Tenure Act after going through the grievance procedure, etc.
- (b) If boards are going to include evaluation as an item in the contract (you have the privilege and responsibility by law now without it being included in the contract), a clear statement of responsibility and accountability and expectation might be included. If you do want the idea included, one concept might be as follows:

"Each classroom teacher shall guarantee at least one year gain in achievement in each subject taught for 95% of the students taught. Achievement gain to be measured by mutually agreed upon criteria established by the Board of Education and teachers' union. If no agreement can be reached on proper criteria to measure achievement, the Board of Education shall establish same. (This concept may create the need for a nominal added expense to a Board of Education. Testing or other evaluating measures should be done by "outside" uninterested parties."

Although the above concept is most easily established for academic areas, attainable goals for all aspects of school programs ought to be eventually established. Ultimately teaching success or failure must be measured by "output" standards.

11. PROFESSIONAL BEHAVIOR: In this section, if used as an item, recognition of the teacher's responsibilities and professional performance might be included. Such things as the teacher maintaining adequate discipline, frequency of classroom problems, punctual reporting, infraction of Board of Education rules, etc. ought to be spelled out as a responsibility of the teacher. There are some labor attorneys who suggest that a general statement of possible resulting discipline such as "up to and including dismissal for failure to fulfill responsibilities as outlined, etc." is appropriate and should be included in the contract.

12. REDUCTION IN PERSONNEL AND ANNEXATION, CONSOLIDATION, ETC.:

- (a) Boards may feel the need to include reduction of staff procedures in the contract. There are many pros and cons. Care must be taken to assure seniority alone not be the criteria. A board could end up in a lay-off by seniority with only social studies teachers to teach all subjects, etc.

Two things may be of interest to boards:

- (1) Reasons and decisions for a reduction of staff is a board's legal prerogative, (money not being the only factor), and
- (2) The current tenure law interpretation which is currently in the courts has not clearly defined when a lay-off may be made-- at the beginning of the year, during the year, when the need arises, or --. The pending court cases may give us a better interpretation.

- (b) In annexations, consolidations, etc., we must be reminded that the "old" boards cannot commit the newly formed board to any kind of "existing" contract. This is recommended by MEA, however.
- (c) Shortened school year from that required by State Board of Education rules and regulations is presently termed illegal. Some unions are recommending this. Boards are required to uphold the laws of the State. Only a dispensation from the State Board of Education of the rules and regulations promulgated by them could make it possible for local boards to shorten the school year (180 days - 900 + hours, etc.).

13. ACTS OF GOD - BAD WEATHER DAYS: We have recent reports of at least five contracts which are being negotiated, where teachers have accepted clauses to require teachers to make up the "lost" days without extra pay at the end of the year. The number of "made up days without extra pay" vary from "all" to "all after" the first, second, third, etc.

14. SCHOOL CALENDAR: Although this item has not yet been ascertained as a proper item for negotiation, many contracts do include it. It should be remembered that if the calendar is considered a negotiable item, and if it is not agreed upon prior to the traditional opening date of school, it is the legal responsibility of the local board to establish the opening date unilaterally. This is especially important in case of a contemplated strike, or subsequent injunction action. It may also be a determining force in developing a rationale for State Aid if the length of the strike won't allow 180 days remaining in the year. (There is a bill presently in the legislature which names Wednesday following Labor Day as the official opening day of school. It has not yet become law. The bill also would allow districts the option to choose a different opening day by resolution of the local board in June.)

15. INSURANCE PROTECTION:

- (a) Many cases of insurance companies increasing insurance premiums and arbitrarily increasing benefits have been brought to our attention this past year. Most boards are currently going to set dollar amount with specified coverages, whichever is the lesser. Any increase in premiums or coverage becomes the insured's responsibility.
- (b) Insurance Carriers. Many boards are discontinuing the practice of naming the insurance carrier in the master contract. This allows Boards to take bids for the specific insurance coverage. It also forstalls possible increase in benefits by the carrier without full knowledge and consent of the board after the contract is negotiated.
- (c) Continued Insurance After Master Contract Termination: MEA suggests insurance program "will remain in force until a new contract is ratified," Some boards suggest that the insurance remain "in force" only at the pleasure of the Board of Education in cases of labor dispute, strikes, etc.

16. SPECIAL, SUBSTITUTE, STUDENT AND INTERN TEACHING ASSIGNMENTS:

- (a) Many Boards are critical of using seniority as the only basis for assigning teachers to "extra" assignments such as summer school, driver education, etc. They use the other criteria such as a rotation

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system, etc. to fairly distribute the extra pay to all staff rather than the long term seniority teacher. Care must be taken not to allow long tenure status as the only criteria for such extra assignments if that is the intent of the local board.

- (b) The MEA requests the Board "maintain an adequate list of substitute teachers." This is a questionable item as being proper for inclusion in a contract. As another item of interest, the term "adequate" is ambiguous and undoubtedly could be open to grievance procedure.
- (c) Substitute Pay: Most labor attorneys believe this item not proper in master contract for teachers.
- (d) Absence of Teacher: Most boards require teachers who are unavailable for work to also give reason for unavailability at time of reporting the contemplated absence and ultimately signing a "time sheet" so stating. This procedure avoids confusion in the end of the year sick leave bank accounting. There is a teacher signed "sick leave day" on record.
- (e) Student Teachers and Union Activities: Any activities between student teachers and the union is of no interest to the Board of Education and would appear to be improper in a contract according to attorneys.

17. STUDENT DISCIPLINE AND TEACHER PROTECTION: The contract should define some of the responsibilities of the teacher as mentioned earlier. Most contracts heretofore have put most of the responsibility for discipline ultimately in the hands of the principal. It might be prudent to insert something to the effect that: "when disruptive behavior by students is abnormally frequent, the teacher involved shall be counseled. Persistent behavioral problems by students could indicate incompetance of the teacher." Option ought to be retained by board that the current teacher may be relieved from his or her duty for a definite period of time up to and including dismissal. Local principals are becoming concerned that teachers are expecting principals to maintain all discipline in the school.

18. TEACHER COMPLAINED AGAINST OR SUED: Some contracts have clauses that require Board of Education to underwrite cost of litigation if action is the result of teacher pursuing his employment and teacher is proven innocent. Most lawyers believe if clause is given, the key phrase is "if proven innocent."

19. JOINT POLICIES COUNCIL:

- (a) The MEA is recommending such a council with broad powers by rather ambiguous language. Extreme caution must be exercised with the whole concept. Our legal counsel cautions that this formal commitment could result in a "new Board of Education" to review everything and pass judgment before regular Board of Education can get item for consideration.
- (b) Placement of Students With Discipline Problems: The placement of all students is a legal responsibility of the Board of Education and the Superintendent which most boards believe it's as it should be. MEA suggests transfer of such students "shall be with the consent of the teacher" who receives the student.

20. GRIEVANCE PROCEDURE: Legal lawyers believe dismissal of tenure and nontenure teachers should not be allowable under the grievance procedure. Tenure Act provides relief in that instance. The grievance procedure just adds to delay and further legal technicalities and entanglements.

MISCELLANEOUS CONCEPTS

1. Master contracts should not carry clauses which allow for the opening of the contract for "mutually acceptable amendments." The practice of amending an existing contract is frowned on by labor attorneys. However, the contract can always be amended anyway by mutual agreement of both parties without such wordage appearing in the contract. Having the wordage in the contract, psychologically may give the impression that everything in the contract can be renegotiated all over again any time during the term of the present contract.
2. AMBIGUOUS WORDS: We still see contracts with an oversupply of ambiguous words such as "adequate", "proper", "sufficient", etc., but such words are becoming fewer. Those are ideal grievance and arbitration words open to someone's judgment. Hopefully we can eliminate more and more of them this year.
3. MASTER CONTRACT REFERRING TO OTHER BOARD OF EDUCATION DOCUMENTS AND THEN MADE A PART OF THE MASTER CONTRACT: Care should be taken not to allow other Board of Education documents to become, or referred to, as a part of the master contract. This will open up all board documents and board action to grievance.

We recognize each board has its own sophistication in working with the negotiating process. It is understandable that many of the things mentioned herein may be "old hat" for some.

We have attempted to bring to the attention of all boards some of the problems that some individual boards have already had because of an oversight, omission or inclusion of not too well thought concepts in local master contracts. Perhaps you have some ideas in this area you'd like to share with other boards--new board demands, new approaches, etc. We'll be happy to pass them on if you let us know. We'd also like to know if this information is of any value to you. Are there other points we should include?

P.S. We have one copy of the proposed master contract of the MEA for the 1971-72 school year. Any board member, superintendent or chief negotiator may review it in our offices. Since it is over 100 pages and many boards will soon be receiving portions of it "across the table" we didn't duplicate it.

NPW:lc

KENT INTERMEDIATE SCHOOL DISTRICT

DAYS WORKED BY ADMINISTRATIVE PERSONNEL (Does not include holidays
or vacations)

	Teacher Work Days	Supt. Schools , Add.Total Days Days	Ass't Supt. Add. Total Days Days	Adm.Bus./ Finance Add.Total Days Days	Adm. Instruct. Add.Total Days Days	H.S. Principal Add.Total Days Days
010-GRR	187	42 229	42 229	42 229	42 229	29 216
020-GOH	184	56 240	56 240	56 240	56 240	56 240
025-NOV	187	58 245	58 245			53 240
026-WYO	185	48 233	48 233	48 233	48 233	43 228
040-BYC	184	57 241		57 241		42 226
(2) 050-CAL	184	56 240		56 240		52 236
070-CES	Not Clearly	Defined				
080-COP						
090-EGR	186	47 233		47 233	47 233	47 233
110-FOH	187	37 224	47 234	47 234	47 234	47 234
120-GOL	185	55 240				25 210
130-GRV	185	48 233	48 233	48 233	48 233	48 233
140-KEL	186	47 233	47 233			27 220
145-KEH	187	53 240	53 240			53 240
150-KEC	187	53 240				33 220
160-KEW	187	46 233		46 233	46 233	46 233
170-LOW	186	54 240	54 240			54 240
210-ROC	183	50 233	50 233	50 233	50 233	50 233
(1) 240-SPA	185	48 233	48 233			43 228

(1) 7 Holidays Subtracted (2) Vacations listed in weeks, figures use
6 & 5 holidays and vacations as 5 days = 1 week.

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5/31/71, 6/7, 6/22, 7/2, 7/16

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KENT INTERMEDIATE SCHOOL DISTRICT

	J.H.S. Prin. Add.Total Days Days	Elem. Prin. Add.Total Days Days	Ass't HS Prin. Add.Total Days Days	Add.Total Days Days	Add.Total Days Days	Add.Total Days Days
010-GRR	10 197	10 197	10 197			
020-GOH	56 240	56 240	56 240	Com.Sch. 56 240	MediaDir. 56 240	P.E.Coord. 56 240
025-NOV	33 220	20 207	20 207			
026-WYO	28 213	18 203	18 203			
040-BYC	37 221	37 221				
050-CAL	52 236	56 240 32 216				
070-CES	Not Clearly Defined					
080-COP						
090-EGR	27 213	27 213	27 213			
110-FOH	33 220	15 202	15 202			
120-GOL		25 210				
130-GRV	20 205	10 195	20 205	A-JHS Prin Read.Co. 0 185	10 195	
140-KEL	14 200	14 200	14 200			
145-KEH	33 220	18 205	18 205			
150-KEC	13 200	13 200				
160-KEW	27 214	17 204	17 204			
170-LOW	54 240	24 210	54 240			
210-ROC	30 213	15 198	15 198			
240-SPA	38 223	38 223	10 195			

ASB-MASA

971 Negotiations Newsletter No. 2

WE, THE MASA AND MASB NEED HELP!

We will again be providing the service of reporting teacher contract settlements to local school districts this year. We have attempted to streamline the reporting procedure of local districts. We're hoping that as soon as a local district has tentative agreement on a contract, they forward the information to us so that we may make a tabulation. We are sending two copies of a questionnaire to the superintendent's office, one copy to be returned to us, the other for the school district records. We are also sending a third copy to the "key" board member, so listed by the local board, for the local board's information. We're asking that you keep these copies available until you finish your teacher negotiations. (Hopefully, may it be soon!)

We recognize that your fast reporting of completed contracts will not help you in this year's negotiating but who knows--next year, maybe someone else will help you! We do know that your reporting will help other districts which are still negotiating. We'll also be analyzing to determine trends.

Our calendar for publication of the data on completed contracts will be as follows: (1) Twice during the month of July, (2) Once each week by Regions during the month of August, plus two supplementary reports, (3) Once each week by Regions during the month of September, plus two supplementary reports,

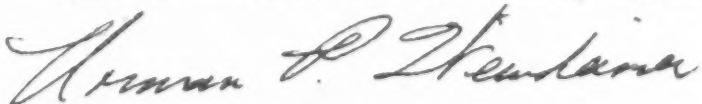
Sorry--we won't be able to have a similar report for bus drivers, custodians, etc., this year but if we have success with reporting of teachers' contracts this year and we don't need too much follow-up (expensive), next year, maybe.

We know this reporting by you will be an added burden, but we know the districts that are not settled will sure appreciate the information. They need your help, We're all in this together! Can we count on you?

Best wishes for a speedy and equitable settlement.

Sincerely,

MICHIGAN ASSOCIATION OF SCHOOL BOARDS



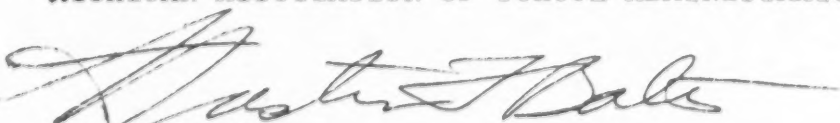
Norman P. Weinheimer
Executive Director

MICHIGAN ASSOCIATION OF SCHOOL ADMINISTRATORS

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JUN 2 1971

KENT INTERMEDIATE SCHOOLS



Austin F. Bates
Executive Secretary

NPW/AFB:lc

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MICHIGAN ASSOCIATION OF SCHOOL BOARDS
MICHIGAN ASSOCIATION OF SCHOOL ADMINISTRATORS
1971-72 TEACHER CONTRACT AGREEMENT REPORTING SYSTEM
QUESTIONNAIRE

When a 1971-72 contract agreement has been achieved with the local teachers organization, complete this questionnaire and mail to: Michigan Association of School Boards, 1019 Trowbridge Road, E. Lansing, Michigan 48823

DISTRICT _____ MASA REGION _____

DATE _____ SCHOOL DISTRICT PHONE _____

PERSON REPORTING _____
NAME TITLE

TEACHER ORGANIZATION _____

Answer all questions: Answer none if contract does not contain the provision.

1. Number of months in which master agreement is in effect _____ (months).
2. Minimum Bachelor Degree salary for 1971-72 \$ _____.
3. Maximum Bachelor Degree salary for 1971-72 \$ _____.
4. Number of increment steps from BA minimum to maximum inclusive _____.
5. Minimum Masters Degree salary for 1971-72 \$ _____.
6. Maximum Masters Degree salary for 1971-72 \$ _____.
7. Number of increment steps from MA minimum to maximum inclusive _____.
8. Assume same staff positions and no turnover, compare 1971-72 salary costs with 70-71 and report percent of increase (including increments).
_____ %.
9. Number of student instruction days _____.
10. Number of sick leave days allotted annually _____ (days).
11. Total to which sick leave days may accumulate _____ (days).
12. Annual allotment of professional leave or conference days (not parent-teacher conference) _____ (days).
13. Amount of term life insurance coverage \$ _____ (in thousands).
14. Amount of health insurance premium contribution \$ _____ (full family, annual contribution).
15. Amount of annual dental insurance premium contribution \$ _____.
16. Amount of annual disability insurance premium contribution \$ _____.
17. Termination of employment benefits (amount) \$ _____.
18. Agency Shop _____ (yes, no, modified).

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19. Class size limits _____ (yes, no).
20. Binding grievance arbitration _____ (yes, no).
21. Amount of annual liability insurance premium contribution \$ _____ .
22. College credit tuition coverage benefit? _____ (yes, no)
If yes, explain the amount _____.
23. Academic Freedom clause? _____ (yes, no)
24. Lay-off or work force reduction clause? _____ (yes, no).
25. A clause regarding performance contracting? _____ (yes, no)
26. Provision for release time for individuals to conduct association-union business? _____ (yes, no) If yes, how much time _____ (days)
27. Sabbatical leaves? _____ (yes, no) If yes, what is the maximum number of faculty per year on sabbatical leave _____. What is the amount of salary coverage for the sabbatical? _____ %.
28. Teacher evaluation provision? _____ (yes, no)
29. Summer school pay provision? _____ (yes, no) If yes, what is it? _____
_____ (describe provision and indicate whether summer 1971 or 1972.
30. Maximum number of preparations per term? _____ (yes, no)
If yes, what is the limit? _____
31. Preparation time for elementary classroom teachers _____ (yes, no)? If yes, how many hours per week? _____ (hours)
32. Provision to make up lost time from snow days _____ (yes, no).
Explain _____
33. Provision excluding tenure in extra compensation position (i.e., coaching, summer school, etc.) _____ (yes, no).

KENT INTERMEDIATE SCHOOL DISTRICT

Question of the Day - 6/8/71

CALENDAR-SCHOOL

	Is school calendar negotiable	Is opening day of school negotiable	1970-1971		1971-1972	
			Student Attend. Days	Add. Tea- cher Work Days	Student Attend. Days	Add. Tea- cher Work Days
010-GRR	Yes	Yes	181	6		
020-GOH	Yes	No	181	3		
025-NOV	No	No	Advisory	(187)		
026-WYO	Yes	No	181	4	180	6
040-BYC	Yes	No	180	4		
050-CAL	No	No	180	4	180	4
070-CES	Yes	No	180	3		
080-COP						
090-EGR	Partly	No	180	6	180	6
110-FOH						
120-GOL	No	NO	182	3	182	3
130-GRV	Yes	Yes	180	5		
140-KEL	Yes	Yes	180	6	180	6
145-KEH	Yes	Yes	181	5	182	5
150-KEC	No	No	180	7	180*	8*
160-KEW	No	Yes	180	7	183	7
170-LOW	No	No	182	4	182	4
210-ROC	Yes	Yes	181	2	183	2
240-SPA	Yes	No	180	4	181½	4½
THK						
JEN	No	No	180	6		

*Tentative (Non-Negotiable)
6/22/71, 7/2, 7/16, 7/30, 8/20,

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KENT INTERMEDIATE SCHOOL DISTRICT

Question of the Day - How many minutes per day are teachers required to be in the school and how many minutes per day are teachers in direct contact with students? Use averages for each grade level.

Example: Report 8:15 a.m., Leave 4:00 p.m. = 465 minutes; cont. below

	Elementary		JHS or Middle		High School	
	Min./Day Required in School	Min./Day Student Contact	Min./Day Required in School	Min./Day Student Contact	Min./Day Required in School	Min./Day Student Contact
010-GRR	450	335	385	300	385	300
020-GOH						
025-NOV	390	330	390	330	390	360
026-WYO	420	330	420	330	420	330
040-BYC	420	375	405	300	405	300
050-CAL	385	335	455	298	457	300
070-CES						
080-COP	442	275	442	275	442	275
090-EGR	405	300	410	280 290 (1)	410	275 285 (1)
110-FOH						
120-GOL						
130-GRV	420	285	420	291	420	295
140-KEL	440	350	400	285	400	285
145-KEH						
150-KEC						
160-KEW	420	305 (2)	420	310 (3)	420	300 (3)
170-LOW	390	330	390	309	390	306
210-ROC	450	360	450	300	450	300
240-SPA						

Student Contact - 5 periods @ 55 minutes = 275 minutes; Example -
 Arith. 30; Reading 60; Lang. 30, Science 30, Recess 30 = 180 minutes
 (1) For teachers who have first hour classes or homeroom; (2) Inc. time
 when subject teach. are present but not recess; (3) Inc. 5 min. each
 7/2/71 per., pass time; 7/16, 8/20,

ASB

71 Negotiations Newsletter No.3

June 18, 1971

This is our first report of School Districts that have settled their "contracts". We trust the tabulations will be helpful to those who have not settled as well as for those who have "finished". There are some interesting trends developing.

For those who have not completed negotiations, please remember to include the information of the "percentage of salary increase" including increments. Also, districts are calling us about "completed contracts" for which we have no reports. Please, please get the information in to us as soon as possible so we can pass it on upon request. Your fellow boards and superintendents need your help! They need to know what's happening in negotiations as soon as possible.

Thanks.

OPENING DAY OF SCHOOL

The Westwood Community Schools Board of Education was upheld by Department of Labor Employment Relations Commission action that local boards can unilaterally set opening day of school. The Commission recognized a previous court's interpretation that subjects for bargaining are in three categories, namely - mandatory, voluntary, and illegal. The Commission ruled that the "opening of school" would be only a voluntary item on the part of the board of education to negotiate. The examiner also observes the unreasonableness of such a request by one group of employees when all other bargaining groups and the community, with differing opening date "demands" could create an untenable position for boards of education. The examiner also observed that "while not explicitly set forth by the Commission, the decision is consistent with a holding that the opening day of school, if not the entire calendar, may be a voluntary rather than mandatory subject of bargaining."

Although the Westwood case did not address the topic, this last statement (underlining ours) seems to reaffirm our continuous position that local boards do not need to negotiate school calendar with employees. However, for better rapport', we recommended discussion of the school calendar with the several negotiating groups to assure better coordination of different groups' interest, ultimate decision to rest with the Board. Otherwise one group or another can allege preferential treatment. (Copies of the "Westwood Case" are available upon request.)

7/2/71

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KENT INTERMEDIATE SCHOOLS
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Kent Intermediate School District

CONSUMER PRICE INDEX

<u>Month</u>	<u>1970</u>	<u>1971</u>	<u>Point Increase</u>	<u>Percent Increase</u>
January	113.3	119.2	5.9	5.2%
February	113.9	119.4	5.5	4.8%
March	114.5	119.8	5.3	4.6%
April	115.2	120.2	5.0	4.3%
May	115.7	120.8	5.1	4.4%
June	116.3	121.5	5.2	4.5%
July	116.7	121.8	5.1	4.4%
August	116.9	122.2	5.3	4.5%
September	117.5			
October	118.1			
November	118.5			
December	119.1			
YEAR	116.3			

KENT INTERMEDIATE SCHOOL DISTRICT

1971-72 STATE AID PROVISIONS IN SELECTED BILLS

Member- ship District	S.E.V./ Pupil	Deduct- ible Millage Dollars	S.B. Allowance Net - Per Pupil	804 Total Income	House- Present Allowance Net Per Pupil	+\$30 Total Income
34,718		14	564.90		560.50	
010-GRR	21,689	303.65	261.25	9,070,077	256.85	8,917,318
3,325		14	564.90		560.50	
020-GOH	35,281	493.93	70.97	235,975	66.57	221,345 **
3,600		20	664.90		653.50	
025-NOV	12,781	255.62	409.28	1,473,408	397.88	1,432,368
7,791		14	564.90		560.50	
026-WYO	17,591	246.27	318.63	2,482,446	314.23	2,448,165
1,693		20	664.90		653.50	
040-BYC	12,096	241.92	422.98	716,105	411.58	696,804
2,187		20	664.90		653.50	
050-CAL	12,978	259.56	405.34	886,478	393.94	861,546
2,250		20	664.90		653.50	
070-CES	9,080	181.60	483.30	1,087,425	471.90	1,061,775
2,208		20	664.90		653.50	
080-COP	8,446	168.92	495.98	1,095,123	484.58	1,069,952
3,947		20	664.90		653.50	
090-EGR	15,909	318.18	346.72	1,368,503	335.32	1,323,508
4,518		14	564.90		560.50	
110-FOH	18,489	258.85	306.05	1,382,733	301.65	1,362,854
1,560		14	564.90		560.50	
120-GOL	17,344	242.82	322.08	502,444	317.68	495,580
4,564		20	664.90		653.50	
130-GRV	14,765	295.30	369.60	1,686,854	358.20	1,634,824
2,677		14	564.90		560.50	
140-KEL	16,813	235.38	329.52	882,125	325.12	870,346
3,833		14	564.90		560.50	
145-KEH	20,689	289.65	275.25	1,055,033	270.85	1,038,168
1,524		20	664.90		653.50	
150-KEC	8,504	170.08	494.82	754,105	483.42	736,732
5,981		14	564.90		560.50	
160-KEW	19,102	267.43	297.47	1,779,168	293.07	1,752,851
3,006		20	664.90		653.50	
170-LOW	11,624	232.48	432.42	1,299,854	421.02	1,265,586
4,105		20	664.90		653.50	
210-ROC	13,245	264.90	400.00	1,642,000	388.60	1,595,203
3,010		20	664.90		653.50	
240-SPA	10,387	207.74	457.16	1,376,051	445.76	1,341,737
96,497	18,178			30,775,907		30,126,662

**Grandfather Clause Possibility

7/2/71

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KENT INTERMEDIATE SCHOOL DISTRICT

ADMINISTRATIVE SALARIES - 71-72

***Results as received at KISD last Friday - Please update this form and return it to Brumbaugh so that it will be received by next Monday.

	AA Supt. General	AB Ass't Supt. General	AC Adm. Bus. Finance	AD Adm. of Instruc- tion	AE Adm. Plant Facili- ties	AF Adm. of Personnel
010-GRR	37,500		30,981	30,091	23,298	24,198
+ 020-GOH	26,000	--	22,500	23,250		
025-NOV	25,500		23,000			
026-WYO	29,000		18,895	20,200		23,500
040-BYC						
050-CAL	21,000**		17,400**			
070-CES						
080-COP	21,499	--	--	--	--	--
090-EGR	29,500		21,000	22,000		
110-FOH	26,500	20,000	18,100	17,200	--	--
120-GOL						
130-GRV						
140-KEL	25,582+	22,350+		Dir. Elem. 19,385+		
145-KEH						
150-KEC	19,000	--	--	--	--	--
160-KEW	27,000		22,289	23,403	16,612	
170-LOW	22,000	18,900				
210-ROC	26,280	--	23,470	20,670	--	--
240-SPA	24,500	21,750				
08-050 (1)THK	21,500	--	10 mos. 15,500	--	--	--

*All salaries but top two tied to teacher salary schedule.

**Full family medical and hospital insurance

+All multiple year contracts subject to review by Board, None as yet.

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KENT INTERMEDIATE SCHOOL DISTRICT

ADMINISTRATIVE SALARIES - 71-72 - 2

	AG Adm. of Research	AH* Prin. Second. H.S.	AH* Prin. Second. J.H.S.	AI Prin. Elemen- tary	AJ* Ass't Prin. H.S.	AJ* Ass't Prin. J.H.S.
010-GRR	22,054	13,467 to 15,708	13,467 to 15,708	13,467 to 15,708	13,467 to 15,708	13,467 to 15,708
020-GOH						
025-NOV		48 wks. 20,340	44 wks. 18,583	42 wks. 17,509	44 wks. 15,700	40 wks. 14,225
* 026-WYO	--	47 Wks.* 20,060	44 Wks.* 18,447	42 Wks.* 17,070	42 Wks.* 17,070	42 Wks.* 17,070
040-BYC						
050-CAL		15,900		16,900 15,250		
070-CES						
080-COP	--	46 wks. 19,019	46 wks. 16,763	42-16,354 16,538	--	--
090-EGR		48 wks. 22,500	44 wks. 19,450	44 wks. 16,5-18,400	44 wks. 17,000	44 wks. 16,250
110-FOH	--	48 Wks. 18,500	44 Wks. 17,900	42-14750 16,000	42 Wks. 17,000	--
120-GOL						
130-GRV						
140-KEL		17,526+	16,225+	15,593+ 16,225+	15,047+	
145-KEH						
150-KEC	--	11 mos. 15,000	10 mos. 14,000	10 mos. 14,000	--	--
160-KEW		21,289	18,496	17,099	18,050	15,430
170-LOW		52 wks. 17,250	46 wks. 16,500	44 wks.2 16,250-14,650	42 wks. 16,150	
210-ROC	--	48 wks. 18,500	44 wks. 17,295	41-16,700 17,670	40 wks. 16,300	42 wks. 15,440
240-SPA		46 wks. 19,000	45 wks. 16,250	45 wks. 16,250	40 wks. 15,600	40 wks. 14,000
08-050 THK	--	12 mos. 16,200	10 mos. 15,250	10 mos.-2 16,2&15,000	--	--

*Wyoming salaries are based on top salary after 7 yrs. exp., +30 Hrs.
1,416; Spec. 1,573; Dr. 1,731:

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KENT INTERMEDIATE SCHOOL DISTRICT

ADMINISTRATIVE SALARIES - 71-72 - 3

	AK Ass't Prin. Elem.	AL Consult. Subject Area	AM Consult. Elemen- tary	AN Consult. Secon- dary	AO Coordinat. Subject Area	AP Supervi- sor Elem.
010-GRR		16,351	15,669	15,669		23,898
020-GOH						
025-NOV		40wks.-Reading 14,444				
026-WYO		Read.Super. 41-15,812*				
040-BYC						
050-CAL						
070-CES						
080-COP	--	--	--	--	--	--
090-EGR						
110-FOH	--	--	--	--	--	--
120-GOL						
130-GRV						
140-KEL		Read.Consul. Teacher Sch.				
145-KEH						
150-KEC	--	--	--	--	--	--
160-KEW						
170-LOW						
210-ROC	--	--	--	--	--	--
240-SPA						
08-050 THK	--	--	--	--	--	--

*See Wyoming, Page 2

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KENT INTERMEDIATE SCHOOL DISTRICT

ADMINISTRATIVE SALARIES - 71-72 - 4

	AQ* Super. Sec. J.H.S.	AQ* Super. Sec. H.S.	AR Spec. Ed. Director	Director of Audio Visual		
010-GRR			18,037	20,679		
020-GOH						
025-NOV						
026-WYO				45 Wks.* 18,014	Diagnost. Voc. Ed. * 43-15,025*	47-18,880
040-BYC						
050-CAL						
070-CES						
080-COP	--	--	--	--	--	--
090-EGR						
110-FOH	--	--	--	47 Wks. 16,200		
120-GOL						
130-GRV						
140-KEL						
145-KEH						
150-KEC	--	--	--	--	--	\$20/Mo. Hosp. All Adm.
160-KEW						
170-LOW						
210-ROC	--	--	--	--	--	--
240-SPA 08-050 (1) THK					Dir. Read. 10-14,052	C.S. Dir. 12-15,500

(1)-All THK, Full Super Med, Supt. 10,000, others 5,000 Life Ins.,
SL- 1-5 yrs., 25 Days; 6-10 yrs. 50 Days/Yr.; 11-15 yrs. 75 Days/Yr.,
Phys. Exam. paid by Board--*See Wyoming, Page 2;
7/2/71, 8/20

RECEIVED

SEP 8 1971

M.A.S.A. - M.A.S.B.
NEGOTIATIONS NEWS LETTER #5
August 31, 1971

KENT INTD 1 100000

1. THE WAGE FREEZE AND INDIVIDUAL TEACHERS CONTRACTS WITHOUT AN EXISTING MASTER CONTRACT. We've been receiving inquiries from local districts asking for direction of what to do about teachers contracts which (1) are traditionally given to the individual teacher and (2) which are in addition to the master contract and (3) where there is only an expired master contract (no 1971-72 negotiated master contract) and (4) the wage freeze is in effect.

We have talked with legal council and if boards believe it necessary to issue some kind of individual contract, it would seem appropriate to issue the same contract as last year with this proviso at the bottom.

"The above salary is based in accordance with your 1970-71 salary. The provisions of this contract are subject to the terms and conditions to be determined in the master agreement, if developed, between the (local union) and the Board of Education."

As another point, we do not feel it prudent or wise to agree in writing with the union to extend the 1970-71 contract to some future date such as "after the freeze" etc. unless the union would agree to a full years extension (which we doubt will happen).

2. NEGOTIATIONS DURING FREEZE. The "freeze" does not eliminate the need for continuing negotiations until a master contract is accepted and ratified. We recommend that Boards actively continue negotiations during the Freeze. Indications are that boards may be in a good bargaining position.

3. NEA STATISTICIANS ADMIT TREND OF SMALL INCREASES. In a syndicated column by Fred M. Heckinger (N.Y. Times news service, Lansing State Journal, Sunday, August 29, 1971) it was reported that NEA statisticians point out that "teachers salaries had already been responding to anti-inflation pressures and the change in the supply. In the past four years, they say, the annual increase in salaries had averaged about 8 %, last year, the average was 7.1 %. But his projected increase for the school year that begins next month was estimated, even before the freeze, to amount to only 5.5 per cent."

Also, at a recent conference of Executive Directors of State School Board Associations, it was verified by the executive directors present from New York, New Jersey, and Pennsylvania that master contracts were settling in those states at a 5 to 5 1/2 per cent increase. (This too was before the "freeze"). It would appear that this kind of information may be very valuable at the bargaining table.

4. EMPLOYEE ABUSE OF SICK LEAVE PRIVILEGES. It appears that there may be some relief from those employees who are abusing sick leave benefits or have an excessive record of absenteeism. Although we've lost the source of our information, momentarily, the dismissal of an employee for excessive absences was upheld recently.

We would counsel that if a local district has a similar problem, the teacher involved and the union ought to be alerted to the problem, as well as the possible consequent action by the district if the pattern of absences persist. We would not necessarily suggest that penalties, etc. be incorporated in a master contract but do suggest the topic be discussed at the negotiation table and appropriately noted in whatever records are kept of the negotiating meeting, formal or informal. Such a record will be helpful if you need to develop a "case" with minimum union involvement in the future.

10/7/71

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5. KEEPING NOTES OF BARGAINING SESSIONS. Several arbitration cases have been won in favor of Bonds because the school board negotiator had made notes to himself regarding topics discussed at a specific bargaining session and he indicated the Boards' position even though there was no final agreement on the topic. We recommend the practice.

6. SETTING "MOONLIGHTING" LIMITS OF STAFF EMPLOYMENT. Several Boards in the state are recognizing that due to negotiated contracts and seniority privileges many teachers are eligible and are taking on excessive extra-curricular duties for extra pay which is having a detrimental affect on the teacher's ability and endurance to perform in the regular teaching assignments. There would appear to be a need for a Board policy preferably separate from the master contract, establishing "limits" of extra-curricular activities, this action could assure the employee's "freshness" in coping with his basic teaching responsibilities, that of teaching regular classes. This may or may not be a widespread problem but with the plentiful supply of teachers now available, it may no longer be necessary to "over-work" a few from our staffs. Perhaps, it may be interesting for Boards and superintendents to have an annual salary report available showing the total amount of pay each employee received for the regular teaching assignment and all other "extra assignments" pay. It may even be an embarrassing statistic for future public information. (We are not calling this problem to your attention to be meddling in your local operation but wanted to alert you to a possible P. R. problem later on. There are a few districts which do have the public criticism now, i.e., one, of the over tired and resulting inefficient staff member and secondly, the individuals rather impressive salary).

7. NEED FOR "SETTLEMENT" INFORMATION. We are embarrassed to continually remond districts but we still are not getting every districts' data on completed contracts as soon as they're ratified so that we can report to our membership. Also, to date, we've had few districts with carryover 2 year contracts reporting in. We need the data for this years' portion of those contracts, too. Please understand we have a very limited staff for follow-up and personal reminders.

8. NEED HELP? Don't forget over the next few weeks we are available for help 24 hours a day, either in our office or at home!

Office phone numbers are:

M.A.S.A.

M.A.S.B.

517-351-9410

517-351-6900

Bates (Home) 517-332-0683

Weinheimer (Home) 517-349-2978

We also will maintain constant contact with legal counsel if such service is needed over Labor Day week-end.

NPW/dh